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# LEGISLATIVE HISTORY

Public Law 88-426  
H. R. 11049

April 23, 1964 Rep. Harrison introduced H.R. 11049 which was  
on first reading and referred to the  
Committee on Education and the Arts.  
April 30, 1964 H.R. 11049 was reported to the House by the  
Committee on Education and the Arts.  
May 11, 1964 House Committee reported H.R. 11049 with  
amendment. H. Report No. 1111. Print of bill  
and report.  
May 20, 1964 House Rules Committee granted a rule for the  
consideration of H. R. 11049.  
May 21, 1964 Rules Committee reported amendments for con-  
sideration of H. R. 11049. H. Res. 111. Print of bill  
and report.  
Summary of H. R. 11049 as reported.

June 11, 1964 House passed H. R. 11049 with amendments.  
June 12, 1964 H. R. 11049 was referred to the Senate by  
the Senate Committee on Education and the Arts.

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June 24, 1964 Senator Keating submitted a proposed amendment.  
June 25, 1964 Senate Committee voted to report H. R. 11049.  
June 26, 1964 Senate Committee reported H. R. 11049 with  
amendment. S. Report No. 1111. Print of bill and  
report.  
June 29, 1964 Sen. Williams submitted a proposed amendment.  
June 30, 1964 Senate vote H. R. 11049 with amendments.  
Summary of bill as reported to Senate Committee.  
July 1, 1964 Senate began debate on H. R. 11049.  
July 2, 1964 Senate passed H. R. 11049 with amendments.  
Senate conference with Representatives.

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## INDEX AND SUMMARY OF H. R. 11049

|       |          |                                                                                                                                            |
|-------|----------|--------------------------------------------------------------------------------------------------------------------------------------------|
| April | 28, 1964 | Rep. Morrison introduced H. R. 11049 which was referred to the House Post Office and Civil Service Committee. Print of bill as introduced. |
| April | 30, 1964 | House committee voted to report H. R. 11049.                                                                                               |
| May   | 11, 1964 | House committee reported H. R. 11049 without amendment. H. Report No. 1388. Print of bill and report.                                      |
| May   | 20, 1964 | House Rules Committee granted a rule for the consideration of H. R. 11049.                                                                 |
| May   | 21, 1964 | Rules Committee reported resolution for consideration of H. R. 11049. H. Res. 733, H. Rept. 1423. Print of resolution and report.          |
|       |          | Summary of H. R. 11049 as reported.                                                                                                        |
| June  | 11, 1964 | House passed H. R. 11049 with amendments.                                                                                                  |
| June  | 12, 1964 | H. R. 11049 was referred to the Senate Post Office and Civil Service Committee. Print of bill as referred.                                 |
| June  | 24, 1964 | Senator Keating submitted a proposed amendment.                                                                                            |
| June  | 25, 1964 | Senate committee voted to report H. R. 11049.                                                                                              |
| June  | 26, 1964 | Senate committee reported H. R. 11049 with amendment. S. Report No. 1121. Print of bill and report.                                        |
| June  | 29, 1964 | Sen. Williams submitted a proposed amendment.                                                                                              |
| June  | 30, 1964 | Senate made H. R. 11049 its unfinished business.                                                                                           |
|       |          | Summary of bill as reported by Senate committee.                                                                                           |
| July  | 1, 1964  | Senate began debate on H. R. 11049.                                                                                                        |
| July  | 2, 1964  | Senate passed H. R. 11049 with amendments.                                                                                                 |
|       |          | Senate conferees were appointed.                                                                                                           |
| July  | 23, 1964 | Rep. Gross objected to sending H. R. 11049 to conference.                                                                                  |





INDEX AND SUMMARY OF H. R. 11049, cont'd.

July 29, 1964 House Rules Committee reported a resolution to send H. R. 11049 to conference. H. Res. 803, H. Rept. 1630. Print of resolution and report.

July 30, 1964 House adopted resolution to send H. R. 11049 to conference.

House conferees were appointed.

Aug. 3, 1964 House received the conference report on H. R. 11049. H. Report No. 1647. Print of report.

Aug. 4, 1964 Both Houses agreed to the conference report.

Aug. 14, 1964 Approved: Public Law 88-426.

President's statement when signing bill.

Copies of amendments.





## DIGEST OF PUBLIC LAW 88-426

### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964.

Increases the rates of compensation in the Executive, Legislative, and Judicial Branches. Establishes a Federal Executive Salary Schedule divided into five salary levels. Establishes the rate of compensation of \$35,000 for level I for Cabinet offices. Establishes the rate of compensation of \$30,000 for certain designated level II offices. Establishes the rate of compensation of \$28,500 for level III offices, including the Under Secretary of Agriculture. Establishes the rate of compensation of \$27,000 for level IV offices, including the Assistant Secretaries of Agriculture, USDA General Counsel, and Governor of the Farm Credit Administration. Establishes the rate of compensation of \$26,000 for level V offices, including the Administrators of AMS, ARS, ASCS, FHA, FAS, REA, and SCS, Assistant Secretary of Agriculture for Administration, Chief of the Forest Service, Director of Agricultural Economics, and Director of Science and Education. Authorizes the President to place in levels IV and V 30 additional positions, the duties and responsibilities of which he deems appropriate for such levels, and authorizes him to place in these two levels 30 additional positions when he deems such action necessary to reflect changes in organization, management responsibilities, or workload. Authorizes the appointment of individuals at a rate above the minimum of the grade in grades GS-13 and above in special circumstances and with approval of the Civil Service Commission. Adds to the exemptions from the 2,400 supergrade positions, 240 positions of hearing examiners for GS-16 and 9 positions of hearing examiners for GS-17. Changes the title of Administrative Assistant Secretary to Assistant Secretary for Administration. Increases from 9 to 10 the number of within-grade rates for grades GS-11 through 14, from 8 to 10 the number in

GOVERNMENT EMPLOYEES SALARY REFORM ACT OF

1964.

Increases the rates of compensation in the Executive, Legislative, and Judicial Branches. Establishes a Federal Executive Salary Schedule divided into five salary levels. Establishes the rate of compensation of \$55,000 for level I for Cabinet officers. Establishes the rate of compensation of \$50,000 for certain designated level II offices. Establishes the rate of compensation of \$48,500 for level III offices, including the Under Secretary of Agriculture. Establishes the rate of compensation of \$37,000 for level IV offices, including the Assistant Secretaries of Agriculture, USDA General Counsel, and Governor of the Farm Credit Administration. Establishes the rate of compensation of \$35,000 for level V offices, including the Administrators of AMS, ARS, ASCS, FMA, FAS, RMA, and SCS, Assistant Secretary of Agriculture for Administration, Chief of the Forest Service, Director of Agricultural Economics, and Director of Science and Education. Authorizes the President to place in levels IV and V 30 additional positions, the duties and responsibilities of which he deems appropriate for such levels, and authorizes him to place in these two levels 30 additional positions when he deems such action necessary to reflect changes in organization, management responsibilities, or workload. Authorizes the appointment of individuals at a rate above the minimum of the grade in grades GS-13 and above in special circumstances and with approval of the Civil Service Commission. Adds to the exemptions from the 1,400 supergrade positions, 240 positions of hearing examiners for GS-15 and 9 positions of hearing examiners for GS-17. Changes the title of Administrative Assistant Secretary to Assistant Secretary for Administration. Increases from 9 to 10 the number of within-grade rates for grades GS-11 through 14, from 8 to 10 the number in



GS-15, and from 5 to 9 the number in GS-16. Provides that rates of compensation of ASC county committee employees shall be increased to correspond, as nearly as possible, with increases provided for classified employees. Authorizes the President to issue rules for the adjustment of special pay scales established in areas where private enterprise rates handicap recruiting by the Government. Provides that the pay raises for classified employees shall be made effective retroactively to the beginning of the first pay period in July 1964.











**H. R. 11049**

APRIL 28, 1964

# A BILL

1        *Be it enacted by the Senate and House of Representa-*  
2        *tives of the United States of America in Congress assembled,*  
3        That this Act may be cited as the "Government Employees  
4        Salary Reform Act of 1964".

8 SEC. 101. This title may be cited as the “Federal Em-  
9 ployees Salary Act of 1964”.

★I

CLASSIFICATION ACT EMPLOYEES

SEC. 102. (a) Section 603 (b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113 (b) ), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

| Grade | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|-------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6  | 5,505                     | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9  | 7,210                     | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10 | 7,840                     | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11 | 8,550                     | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12 | 10,200                    | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13 | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14 | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15 | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16 | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  |         |
| GS-17 | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |
| GS-18 | 24,500                    |         |         |         |         |         |         |         |         |         |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

1           (2) If the officer or employee is receiving basic  
2 compensation immediately prior to the effective date of  
3 this section at a rate between two rates of a grade in the  
4 General Schedule of the Classification Act of 1949, as  
5 amended, he shall receive a rate of basic compensation  
6 at the higher of the two corresponding rates in effect on  
7 and after such date.

8           (3) If the officer or employee is receiving basic  
9 compensation immediately prior to the effective date of  
10 this section at a rate in excess of the maximum rate for  
11 his grade, he shall receive (A) the maximum rate for  
12 his grade in the new schedule, or (B) his existing rate  
13 of basic compensation if such existing rate is higher.

14           (4) If the officer or employee, immediately prior  
15 to the effective date of this section, is receiving, pur-  
16 suant to paragraph (4) of section 2 (b) of the Federal  
17 Employees Salary Increase Act of 1955, an existing  
18 aggregate rate of compensation determined under sec-  
19 tion 208 (b) of the Act of September 1, 1954 (68 Stat.  
20 1111; Public Law 763, Eighty-third Congress), plus  
21 the amount of the increase provided by section 2 of the  
22 Federal Employees Salary Increase Act of 1955, by sec-  
23 tion 2 of the Federal Employees Salary Increase Act of  
24 1958, by section 112 of the Federal Employees Salary  
25 Increase Act of 1960, and by section 602 of the Federal



1       Salary Reform Act of 1962, he shall receive an aggre-  
2       gate rate of compensation equal to the sum of (A) his  
3       existing aggregate rate of compensation determined un-  
4       der such section 208 (b) of the Act of September 1,  
5       1954, (B) the amount of the increase provided by sec-  
6       tion 2 of the Federal Employees Salary Increase Act of  
7       1955, (C) the amount of the increase provided by sec-  
8       tion 2 of the Federal Employees Salary Increase Act of  
9       1958, (D) the amount of the increase provided by sec-  
10      tion 112 of the Federal Employees Salary Increase Act  
11      of 1960, (E) the amount of the increases in schedule I  
12      and schedule II provided by section 602 of the Federal  
13      Salary Reform Act of 1962, and (F) the amount of the  
14      increase made by this section in the maximum rate of  
15      his grade, until (i) he leaves his position, or (ii) he is  
16      entitled to receive aggregate compensation at a higher  
17      rate by reason of the operation of this Act or any other  
18      provision of law; but, when such position becomes  
19      vacant, the aggregate rate of compensation of any sub-  
20      sequent appointee thereto shall be fixed in accordance  
21      with applicable provisions of law. Subject to clauses  
22      (i) and (ii) of the immediately preceding sentence of  
23      this paragraph, the amount of the increase provided by  
24      this section shall be held and considered for the purpose  
25      of section 208 (b) of such Act of September 1, 1954,

1 to constitute a part of the existing rate of compensation  
2 of such employee.

3 (5) If the officer or employee is in a position in  
4 grade 16 or 17 of the General Schedule of the Classifi-  
5 cation Act of 1949, as amended, to which he was  
6 promoted on or after the first day of his first pay period  
7 beginning on or after January 1, 1964, and if he holds  
8 such position, or another position in the same grade,  
9 on the effective date of this section, his rate of basic  
10 compensation shall be adjusted, as of such effective date,  
11 to that rate of basic compensation to which he would  
12 have been entitled if the compensation schedule in sub-  
13 section (a) of this section had been in effect on the  
14 date of his promotion.

15 SEC. 103. (a) Section 801 of the Classification Act of  
16 1949 (5 U.S.C. 1131), relating to new appointments, is  
17 amended to read as follows:

18 "SEC. 801. All new appointments shall be made at the  
19 minimum rate of the appropriate grade, except that in ac-  
20 cordance with regulations prescribed by the Commission  
21 which provide for such considerations as the candidate's  
22 existing salary, unusually high or unique qualifications, or a  
23 special need of the Government for his services, the head of  
24 any department may appoint individuals to positions in  
25 grade 13 and above of the General Schedule at such rate or

1 rates above the minimum rate of the appropriate grade as the  
2 Commission may authorize for this purpose.”.

3 (b) Section 1105 of the Classification Act of 1949, as  
4 amended (5 U.S.C. 1071, note and 1082, note), is amended  
5 to read as follows:

6 “SEC. 1105. The provisions of section 507, title VII,  
7 and title VIII of this Act shall not apply to professional engi-  
8 neering positions primarily concerned with research and  
9 development and professional positions in the physical and  
10 natural sciences and medicine placed in grades 16, 17, and  
11 18 of the General Schedule in accordance with subsection  
12 (b) or subsection (j) of section 505 of this Act. The  
13 President or an agency or agencies that he designates shall  
14 issue regulations governing the rate of basic compensation  
15 within the grade to be received by any officer or employee  
16 occupying, appointed to, or promoted to, such a position,  
17 and, in the case of reduction in grade, may issue regulations  
18 governing retention of the rate to which the officer or em-  
19 ployee was entitled immediately before reduction.”

20 (c) Section 505 (b) of the Classification Act of 1949,  
21 as amended (5 U.S.C. 1105 (b) ), relating to the limitation  
22 on numbers of positions in grades 16, 17, and 18 of the Gen-  
23 eral Schedule of such Act, is amended by striking out “which  
24 may be placed in such grades” and by inserting in lieu  
25 thereof “, examiner positions under section 11 of the Admin-



1 istrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010), and  
2 positions placed under this Act pursuant to section 309 of  
3 the Federal Executive Salary Act of 1964, which may be  
4 placed in such grades”.

5 (d) Section 604(d)(3) of the Federal Employees  
6 Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is  
7 amended to read as follows:

8 “(3) In the computation of rates, all remaining  
9 fractions of a cent shall be eliminated.”

10 **POSTAL FIELD SERVICE EMPLOYEES**

11 SEC. 104. Section 1 of title 39, United States Code, is  
12 amended by striking out the period at the end of such section  
13 and inserting in lieu thereof a semicolon and the following:

14 “‘revenue unit’ means that amount of revenue of a  
15 post office from mail and special service transactions which  
16 is equal to the average sum of postal rates and fees received  
17 by the Department during the fiscal year for 1,000 pieces of  
18 originating mail and special service transactions determined  
19 in accordance with section 2331 of this title.”.

20 SEC. 105. Section 702 of title 39, United States Code,  
21 is amended to read as follows:

22 **“§ 702. Classes of post offices**

23 “(a) Effective at the beginning of each fiscal year the  
24 Postmaster General shall divide post offices into four classes  
25 on the basis of the revenue units of each office for the second

1 preceding fiscal year. He shall place in the first class those  
2 post offices having 950 or more revenue units. He shall place  
3 in the second class those post offices having 190 or more  
4 revenue units, but less than 950 revenue units. He shall  
5 place in the third class those post offices having 36 or more  
6 revenue units, but less than 190 revenue units. He shall  
7 place in the fourth class those post offices having less than 36  
8 revenue units.

9 “(b) The Postmaster General shall exclude from the  
10 revenue credited to a post office for the purposes of this sec-  
11 tion money received at that office for—

12 “(1) setting meters for patrons beyond the area  
13 served by the office unless authorized by the Depart-  
14 ment;

15 “(2) stamps, stamped envelopes, and postal cards  
16 sold in large or unusual quantities to be used in mailing  
17 matter at other offices; and

18 “(3) stamps, stamped envelopes, and postal cards  
19 sold for mailing matter diverted from other offices and  
20 mailing of matter so diverted without stamps affixed.

21 “(c) Whenever unusual conditions prevail at a post  
22 office of the fourth class, the Postmaster General may ad-  
23 vance such office to the appropriate class based on his  
24 estimate of the number of revenue units which the office will  
25 have during the succeeding twelve months. Any office so

1 advanced need not be relegated to a lower class before the  
 2 end of the second fiscal year after the advancement. At that  
 3 time, the office shall be assigned to the appropriate class in  
 4 accordance with subsections (a) and (b) of this section.”.

5 SEC. 106. Section 704 of title 39, United States Code,  
 6 is amended by deleting “of the first, second, or third class”  
 7 appearing therein, and inserting in lieu thereof “(other than  
 8 one for which the postmaster furnishes quarters, equipment,  
 9 and fixtures on an allowance basis)”.

10 SEC. 107. Subsection (b) (1) of section 2102 of title  
 11 39, United States Code, is amended to read as follows:

12 “(1) for post offices at which the postmaster does  
 13 not furnish quarters on an allowance basis;”.

14 SEC. 108. (a) Section 3501 of title 39, United States  
 15 Code, is amended by—

16 (1) deleting from the first sentence of subsection

17 (a) the following: “standard positions of postmaster  
 18 in a fourth class office and rural carrier” and inserting  
 19 in lieu thereof “standard position of rural carrier”; and

20 (2) inserting a new subsection (c) following sub-  
 21 section (b) as follows:

22 “(c) As of the effective date of this section, the  
 23 Postmaster General shall determine and adjust the rank-  
 24 ings of all positions for which the number of annual



1 revenue units of a post office or its class is a relevant factor  
2 of the ranking, using the revenue units of the fiscal year  
3 ending June 30, 1963, and the class of the office as of July  
4 1, 1964. Thereafter the Postmaster General shall determine  
5 and, effective at the beginning of the first pay period in each  
6 calendar year, shall adjust the rankings of all positions for  
7 which the number of annual revenue units of a post office or  
8 its class is a relevant factor of the ranking, using the revenue  
9 units of the preceding fiscal year and the class in which the  
10 office will be placed at the beginning of the next fiscal year.  
11 The Postmaster General also may adjust rankings of such  
12 positions at other times of the year based upon substantial  
13 changes in service conditions.”.

14 (b) Chapter 45 of title 39, United States Code, is  
15 amended as follows:

16 (1) In subsection (c) of section 3513—

17 (A) Change the catchline to read “**POST**  
18 **OFFICE CLERK. (KP-4)**”; and

19 (B) Add the following new sentence to the  
20 end of paragraph (1): “This office has less than  
21 190 revenue units annually.”.

22 (2) In subsection (e) of section 3516—

23 (A) Change the catchline to read “**POST-**  
24 **MASTER. (KP-18)**”;

(B) Delete "third class" in the first sentence of paragraph (1) ; and

(C) Delete "annual receipts of approximately \$1,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 40 revenue units annually".

(3) In subsection (b) of section 3517—

(A) Change the catchline to read "POSTMASTER. (KP-20)";

(B) Delete "third class" in the first sentence of paragraph (1) ; and

(C) Delete "annual receipts of approximately \$4,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 110 revenue units annually".

(4) In subsection (b) of section 3518—

(A) Change the catchline to read "POSTMASTER. (KP-22)";

(B) Delete "third class" in the first sentence of paragraph (1) ; and

(C) Delete "annual receipts of approximately \$6,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 140 revenue units annually".

1 (5) In subsection (b) of section 3519—

2 (A) Change the catchline to read “ASSISTANT  
3 POSTMASTER. (KP-24)” ; and

4 (B) Delete “annual receipts of approximately  
5 \$63,000” in the second sentence of paragraph (1)  
6 and insert in lieu thereof “approximately 1,490  
7 revenue units annually”.

8 (6) In subsection (c) of section 3519—

9 (A) Change the catchline to read “POSTMAS-  
10 TER. (KP-25)” ;

11 (B) Delete “second class” in the first sentence  
12 of paragraph (1) ; and

13 (C) Delete “annual receipts of approximately  
14 \$16,000” in the second sentence of paragraph (1)  
15 and insert in lieu thereof “approximately 380  
16 revenue units annually”.

17 (7) In subsection (b) of section 3520—

18 (A) Change the catchline to read “POSTMAS-  
19 TER. (KP-27)” ;

20 (B) Delete “first class” in the first sentence of  
21 paragraph (1) ; and

22 (C) Delete “annual receipts of approximately  
23 \$63,000” in the second sentence of paragraph (1)  
24 and insert in lieu thereof “approximately 1,490  
25 revenue units annually”.



1 (8) In subsection (b) of section 3521—

2 (A) Change the catchline to read “POSTMAS-  
3 TER. (KP-29)”;

4 (B) Delete “first class” appearing in the first  
5 sentence of paragraph (1) ; and

6 (C) Delete “annual receipts of \$129,000” in  
7 the second sentence of paragraph (1) and insert  
8 in lieu thereof “approximately 3,060 revenue units  
9 annually”.

10 (9) In subsection (b) of section 3522—

11 (A) Change the catchline to read “POSTMAS-  
12 TER. (KP-31)”;

13 (B) Delete “first class” in the first sentence of  
14 paragraph (1) ; and

15 (C) Delete “annual receipts of \$314,000” in  
16 the second sentence of paragraph (1) and insert in  
17 lieu thereof “approximately 7,450 revenue units  
18 annually”.

19 (10) In subsection (b) of section 3523—

20 (A) Change the catchline to read “POSTMAS-  
21 TER. (KP-33)”;

22 (B) Delete “first class” appearing in the first  
23 sentence of paragraph (1) ; and

24 (C) Delete the second sentence of paragraph  
25 (1) and insert in lieu thereof: “This office has ap-

1           proximately 110 employees, approximately 14,350  
2           revenue units annually, 13 government-owned  
3           vehicle units, one classified station and 42 carrier  
4           routes within its jurisdiction.”.

5           (11) In subsection (b) of section 3524—

6                 (A) Change the catchline to read “ASSISTANT  
7           **POSTMASTER. (KP-35)**”; and

8                 (B) Delete “annual receipts of \$2,700,000”  
9           in the second sentence of paragraph (1) and insert  
10          in lieu thereof “approximately 64,000 revenue units  
11          annually”.

12          (12) In subsection (c) of section 3524—

13                 (A) Change the catchline to read “**POSTMAS-**  
14           **TER. (KP-36)**”;

15                 (B) Delete “first class” in the first sentence  
16          of paragraph (1) ; and

17                 (C) Delete “annual receipts of \$1,000,000” in  
18          the second sentence of paragraph (1) and insert in  
19          lieu thereof “approximately 23,700 revenue units  
20          annually”.

21          (13) In subsection (a) of section 3525—

22                 (A) Change the catchline to read “ASSISTANT  
23           **POSTMASTER. (KP-37)**”; and

24                 (B) Delete “annual receipts of \$8,460,000”  
25          in the second sentence of paragraph (1) and insert

1 in lieu thereof “approximately 200,000 revenue  
2 units annually”.

3 (14) In subsection (b) of section 3525—

4 (A) Change the catchline to read “**POSTMAS-**  
5 **TER. (KP-38)**”;

6 (B) Delete “first class” in the first sentence  
7 of paragraph (1) ; and

8 (C) Delete “annual receipts of \$2,700,000” in  
9 the second sentence of paragraph (1) and insert in  
10 lieu thereof “approximately 64,000 revenue units  
11 annually”.

12 (15) In subsection (a) of section 3526—

13 (A) Change the catchline to read “**ASSISTANT**  
14 **POSTMASTER. (KP-39)**” ; and

15 (B) Delete “annual receipts of \$16,900,000”  
16 in the second sentence of paragraph (1) and insert  
17 in lieu thereof “approximately 400,000 revenue  
18 units annually”.

19 (16) In subsection (b) of section 3526—

20 (A) Change the catchline to read “**POSTMAS-**  
21 **TER. (KP-40)**” ;

22 (B) Delete “first class” in the first sentence of  
23 paragraph (1) ; and

24 (C) Delete “annual receipts of \$4,470,000” in  
25 the second sentence of paragraph (1) and insert in



1        lieu thereof “approximately 106,000 revenue units  
2        annually”.

3        (17) In subsection (b) of section 3527—

4            (A) Change the catchline to read “**ASSISTANT**  
5        **POSTMASTER. (KP-42)**”; and

6            (B) Delete “annual receipts of \$48,000,000”  
7        in the second sentence of paragraph (1) and insert  
8        in lieu thereof “approximately 1,000,000 revenue  
9        units annually”.

10        (18) In subsection (c) of section 3527—

11            (A) Change the catchline to read “**POST-**  
12        **MASTER. (KP-43)**”; and

13            (B) Delete “first class” in the first sentence of  
14        paragraph (1) ; and

15            (C) Delete “annual receipts of \$8,460,000” in  
16        the second sentence of paragraph (1) and insert in  
17        lieu thereof “approximately 200,000 revenue units  
18        annually”.

19        (19) In subsection (b) of section 3528—

20            (A) Change the catchline to read “**ASSISTANT**  
21        **POSTMASTER. (KP-45)**”; and

22            (B) Delete “annual receipts of \$140,000,000”  
23        in the second sentence of paragraph (1) and insert  
24        in lieu thereof “approximately 2,500,000 revenue  
25        units annually”.

(20) In subsection (c) of section 3528—

(A) Change the catchline to read “**POSTMASTER. (KP-46)**”;

(B) Delete “first class” in the first sentence of paragraph (1); and

(C) Delete “annual receipts of \$16,900,000” in the second sentence of paragraph (1) and insert in lieu thereof “approximately 400,000 revenue units annually”.

(21) In section 3529—

(A) Change the catchline immediately preceding paragraph (1) to read “**POSTMASTER. (KP-47)**”;

(B) Delete “first class” in the first sentence of paragraph (1); and

(C) Delete “annual receipts of \$48,000,000” in the second sentence of paragraph (1) and insert in lieu thereof “approximately 1,000,000 revenue units annually”.

(22) In section 3530—

(A) Change the catchline immediately preceding paragraph (1) to read “**POSTMASTER. (KP-48)**”;

1 (B) Delete "first class" in the first sentence  
2 of paragraph (1) ; and

3 (C) Delete “annual receipts of \$140,000,000”  
4 in the second sentence of paragraph (1) and insert  
5 in lieu thereof “approximately 2,500,000 revenue  
6 units annually”.

7 SEC. 109. Section 3542 (a) of title 39, United States  
8 Code, is amended to read as follows—

9       “(a) There is established a basic compensation sched-  
10   ule for positions in the postal field service which shall be  
11   known as the Postal Field Service Schedule and for which  
12   the symbol shall be ‘PFS’. Except as provided in section  
13   3543 of this title, basic compensation shall be paid to all  
14   employees in accordance with such schedule.

15 "POSTAL FIELD SERVICE SCHEDULE

[illegible]



1        SEC. 110. Section 3543 (a) of title 39, United States  
2 Code, is amended to read as follows—

3        “(a) There is established a basic compensation schedule  
4 which shall be known as the Rural Carrier Schedule and for  
5 which the symbol shall be ‘RCS’.

6                                “RURAL CARRIER SCHEDULE

|                                                                            | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25”.    |

7        SEC. 111. (a) Section 3544 of title 39, United States  
8 Code, is amended to read as follows:

9        “§ 3544. Compensation of Postmasters at Fourth-Class  
10                                Offices

11        “(a) The Postmaster General shall rank the position  
12 of postmaster of fourth-class offices in level 5 of the Postal  
13 Field Service Schedule and shall establish the annual rate  
14 of basic compensation for each such position in the pro-  
15 portion of the annual rate of basic compensation for positions  
16 in PFS-5 which he determines, in consideration of the postal  
17 needs of the patrons of the office, that the postmaster’s hours

1 of service bear to full-time service. Determinations made  
2 by the Postmaster General under this subsection shall be  
3 final and conclusive until changed by him.

4 “(b) Persons who perform the duties of postmaster  
5 at a post office of the fourth class where there is a vacancy  
6 or during the absence of the postmaster on sick or annual  
7 leave or leave without pay shall be compensated at the  
8 rate of basic compensation for PFS level 5, step 1, deter-  
9 mined in accordance with subsection (a) of this section.

10 “(c) At seasonal post offices of the fourth class, the  
11 Postmaster General may authorize the payment of basic  
12 salary prorated over the pay periods the office is open for  
13 business during the fiscal year.

14 “(d) When required by the Postmaster General a post-  
15 master at a fourth-class office shall, and any other postmaster  
16 in PFS level 5 when permitted by the Postmaster General  
17 may, furnish quarters, fixtures, and equipment for an office  
18 on an allowance basis. The allowance for this purpose shall  
19 be an amount equal to 15 per centum of the basic compen-  
20 sation for the postmaster at the office computed on the basis  
21 of the first step of PFS level 5.”

22 (b) In the operation of the amendment made by sub-  
23 section (a) of this section, the following provisions shall  
24 govern:

25 (1) Each postmaster at a fourth-class office on the

1 effective date of this section shall be assigned, as of such  
2 date—

3 (A) to that numerical step of level 5 of the Postal  
4 Field Service Schedule (PFS-5) which corresponds  
5 to the numerical step of the Fourth-Class Office Sched-  
6 ule (FOS) receipts category which he occupied im-  
7 mediately prior to such assignment, or

8 (B) to the lowest step of level 5 of the Postal Field  
9 Service Schedule (PFS-5) which will provide him,  
10 for the number of hours of service determined under  
11 section 3544 of title 39, United States Code, compen-  
12 sation which is not less than the compensation to which  
13 he would otherwise be entitled, on the effective date of  
14 this section, under Fourth Class Schedule II (as if such  
15 schedule were in effect on such date),

16 whichever step provides the higher rate of compensation.

17 (2) If no step in level 5 of the Postal Field Service  
18 Schedule (PFS-5) will provide a postmaster, so assigned  
19 under paragraph (1) of this subsection, with compensation  
20 which is equal to or greater than the compensation which  
21 he would have received under Fourth Class Schedule II (as  
22 if such schedule were in effect on the effective date of this  
23 section), such postmaster shall receive compensation at a  
24 rate equal to the applicable rate fixed under Fourth Class  
25 Schedule II (as if such schedule were in effect on the effec-



1 tive date of this section) and the provisions of section 3544  
2 of title 39, United States Code (as such provisions existed  
3 immediately prior to the effective date of this section). Sub-  
4 ject to the provisions of section 3560 of title 39, United  
5 States Code, the compensation of a postmaster paid in  
6 accordance with the immediately preceding sentence shall  
7 be adjusted in accordance with changes in the gross postal  
8 receipts of his post office as though this Act had not been  
9 enacted. The compensation of a postmaster paid in accord-  
10 ance with any of the foregoing provisions of this paragraph  
11 shall continue in effect until such postmaster is entitled to  
12 receive compensation at a higher rate by reason of the  
13 operation of this Act or any other provision of law.

14 (3) If changes in the gross postal receipts category or  
15 changes in salary step otherwise would occur on the effective  
16 date of this section (without regard to the enactment of this  
17 section), such changes shall be held and considered to have  
18 occurred prior to assignment under paragraph (1) of this  
19 subsection.

20 (c) The table of contents of chapter 45 of title 39,  
21 United States Code, is amended by deleting:

“3544. Fourth Class Office Schedule.”;

22 and inserting in lieu thereof

“3544. Compensation of Postmasters at Fourth-Class Offices.”.

1        SEC. 112. (a) Subsection (a) of section 6007 of title  
2 39, United States Code, is amended to read as follows:

3        “(a) The Postmaster General shall pay to persons,  
4 other than special delivery messengers at post offices of the  
5 first class, for making delivery of special delivery mail such  
6 fees as may be established by him not in excess of the special  
7 delivery fee.”.

8        (b) Section 2009 of title 39, United States Code, is  
9 amended by deleting “at any price less than eight cents per  
10 piece” and inserting in lieu thereof “at any price less than  
11 the fees established pursuant to section 6007 (a) of this  
12 title.”.

13        SEC. 113. Section 3560 of title 39, United States Code,  
14 is amended—

15            (1) by deleting from subsection (a) “(3) gross  
16 receipts category, with respect to the Fourth-Class Office  
17 Schedule” and inserting in lieu thereof “(3) minimum  
18 hours of service with respect to postmasters in fourth-  
19 class post offices”; and

20            (2) by deleting from subsection (f) “(1) reduc-  
21 tions in class or gross receipts category of any post  
22 office, or” and inserting in lieu thereof “(1) reduc-  
23 tions in class, revenue units of any post office, or the

1       minimum hours of service for a fourth-class post office,  
2       or”.

3       SEC. 114. Section 3552 of title 39, United States Code,  
4       is amended by adding the following new subsection at the end  
5       thereof:

6       “(d) Notwithstanding the provisions of subsections (a) ,  
7       (b) , and (c) of this section, the Postmaster General is au-  
8       thorized to advance any employee in PFS level 9 or below  
9       who—

10               “(1) was promoted to a higher level between July  
11       9, 1960, and October 13, 1962; and

12               “(2) is senior with respect to total postal service to  
13       an employee in his own post office promoted to the same  
14       position since October 13, 1962, and is at a step in the  
15       level below the step of the junior employee.

16       Any increase under the provisions of this subsection shall not  
17       constitute an equivalent increase and credit earned prior to  
18       adjustment under this subsection for advancement to the next  
19       step shall be retained.”

20       SEC. 115. (a) Section 711 of title 39, United States  
21       Code, is repealed.

22       (b) The table of contents of chapter 7 of title 39, United  
23       States Code, is amended by deleting  
24       “711. Method of determining gross receipts.”.

24       SEC. 116. (a) The basic compensation of each employee  
25       subject to the Postal Field Service Schedule or the Rural



1 Carrier Schedule immediately prior to the effective date of  
2 this section shall be determined as follows:

3 (1) Each employee shall be assigned to the same  
4 numerical step for his position which he had attained  
5 immediately prior to such effective date. If changes  
6 in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such  
7 changes shall be deemed to have occurred prior to  
8 conversion.  
9

10 (2) If the existing basic compensation is greater  
11 than the rate to which the employee is converted under  
12 paragraph (1) of this section, the employee shall be  
13 placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds  
14 the maximum step of his position, his existing basic  
15 compensation shall be established as his basic compensation.  
16  
17

18 (b) Section 3541 (f) of title 39, United States Code,  
19 relating to computation of rates, is amended to read as  
20 follows:

21 “(f) In the computation of rates, all remaining fractions  
22 of a cent shall be eliminated.”.

1 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND  
2 SURGERY OF THE VETERANS' ADMINISTRATION

3 SEC. 117. (a) Section 4103 of title 38, United States  
4 Code, relating to the appointment and annual salaries of cer-  
5 tain staff positions in the Department of Medicine and Sur-  
6 gery of the Veterans' Administration, is amended to read as  
7 follows:

8 **"§ 4103. Office of the Chief Medical Director**

9 " (a) The Office of the Chief Medical Director shall  
10 consist of the following—

11 " (1) The Chief Medical Director, who shall  
12 be the Chief of the Department of Medicine and  
13 Surgery and shall be directly responsible to the  
14 Administrator for the operations of the Department.  
15 He shall be a qualified doctor of medicine, appointed  
16 by the Administrator.

17 " (2) The Deputy Chief Medical Director, who  
18 shall be the principal assistant of the Chief Medical  
19 Director. He shall be a qualified doctor of medicine,  
20 appointed by the Administrator.

21 " (3) Not to exceed five Assistant Chief Medical  
22 Directors, who shall be appointed by the Administrator  
23 upon the recommendation of the Chief Medical Director.  
24 One Assistant Chief Medical Director shall be a qualified  
25 doctor of dental surgery or dental medicine who shall

1 be directly responsible to the Chief Medical Director for  
2 the operation of the Dental Service.

3 “(4) Such Medical Directors as may be appointed  
4 by the Administrator, upon the recommendation of the  
5 Chief Medical Director, to suit the needs of the Depart-  
6 ment. A Medical Director shall be either a qualified  
7 doctor of medicine or a qualified doctor of dental surgery  
8 or dental medicine.

9 “(5) A Director of Nursing Service, who shall be  
10 a qualified registered nurse, appointed by the Adminis-  
11 trator, and who shall be responsible to the Chief Medi-  
12 cal Director for the operation of the Nursing Service.

13 “(6) A Chief Pharmacist and a Chief Dietitian,  
14 appointed by the Administrator.

15 “(7) Such other personnel and employees as may  
16 be authorized by this chapter.

17 “(b) Except as provided in subsection (c), any ap-  
18 pointment under this section shall be for a period of four  
19 years, with reappointment permissible for successive like  
20 periods, except that persons so appointed or reappointed shall  
21 be subject to removal by the Administrator for cause.

22 “(c) The Administrator may designate a member of the  
23 Chaplain Service of the Veterans' Administration as Direc-  
24 tor, Chaplain Service, for a period of two years, subject to  
25 removal by the Administrator for cause. Redesignation



1 under this subsection may be made for successive like  
2 periods. An individual designated as Director, Chaplain  
3 Service, shall at the end of his period of service as Director  
4 revert to the position, grade, and status which he held im-  
5 mediately prior to being designated Director, Chaplain  
6 Service, and all service as Director, Chaplain Service, shall  
7 be creditable as service in the former position.”.

8 (b) The table of contents of chapter 73 of title 38,  
9 United States Code, is amended by striking out  
“4103. Appointments and compensation.”

10 and inserting in lieu thereof:

“4103. Office of the Chief Medical Director.”.

11 (c) Section 2 of the Act of July 31, 1894, as amended  
12 (5 U.S.C. 62), shall not apply to any individual appointed,  
13 before January 1, 1964, as Chief Medical Director under  
14 section 4103 of title 38, United States Code; but section  
15 212 of the Act of June 30, 1932, as amended (5 U.S.C.  
16 59a), shall apply, in accordance with its terms, to any such  
17 individual.

18 SEC. 118. Section 4107 of title 38, United States Code,  
19 relating to grades and pay scales for certain positions within  
20 the Department of Medicine and Surgery of the Veterans’  
21 Administration, is amended to read as follows:

22 **“§ 4107. Grades and pay scales**

23 “(a) The per annum full-pay scale or ranges for posi-  
24 tions provided in section 4103 of this title, other than Chief

1 Medical Director and Deputy Chief Medical Director, shall  
2 be as follows:

3 "SECTION 4103 SCHEDULE

4 "Assistant Chief Medical Director, \$24,500.

5 "Medical Director, \$21,445 minimum to \$24,445 maxi-  
6 mum.

7 "Director of Nursing Service, \$16,460 minimum to  
8 \$21,590 maximum.

9 "Director, Chaplain Service, \$16,460 minimum to  
10 \$21,590 maximum.

11 "Chief Pharmacist, \$16,460 minimum to \$21,590 maxi-  
12 mum.

13 "Chief Dietitian, \$16,460 minimum to \$21,590 maxi-  
14 mum.

15 "(b) (1) The grades and per annum full-pay ranges for  
16 positions provided in paragraph (1) of section 4104 of this  
17 title shall be as follows:

18 "PHYSICIAN AND DENTIST SCHEDULE

19 "Director grade, \$18,935 minimum to \$24,175 maxi-  
20 mum.

21 "Executive grade, \$17,655 minimum to \$23,190 maxi-  
22 mum.

23 "Chief grade, \$16,460 minimum to \$21,590 maximum.

24 "Senior grade, \$14,170 minimum to \$18,580 maximum.

25 "Intermediate grade, \$12,075 minimum to \$15,855  
26 maximum.

1       “Full grade, \$10,200 minimum to \$13,395 maximum.

2       “Associate grade, \$8,550 minimum to \$11,205 maxi-  
3       mum.

4                               “NURSE SCHEDULE

5       “Assistant Director grade, \$14,170 minimum to \$18,580  
6       maximum.

7       “Chief grade, \$12,075 minimum to \$15,855 maximum.

8       “Senior grade, \$10,200 minimum to \$13,395 maximum.

9       “Intermediate grade, \$8,550 minimum to \$11,205  
10       maximum.

11       “Full grade, \$7,210 minimum to \$9,415 maximum.

12       “Associate grade, \$6,315 minimum to \$8,205 maximum.

13       “Junior grade, \$5,505 minimum to \$7,170 maximum.

14       “(2) No person may hold the director grade unless  
15       he is serving as a director of a hospital, domiciliary, center,  
16       or outpatient clinic (independent). No person may hold  
17       the executive grade unless he holds the position of chief  
18       of staff at a hospital, center, or outpatient clinic (independ-  
19       ent), or the position of clinic director at an outpatient  
20       clinic, or comparable position.”.

21                               FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND

22                                               EMPLOYEES

23       SEC. 119. Section 412 of the Foreign Service Act of  
24       1946, as amended (22 U.S.C. 867), is amended to read as  
25       follows:



1 "FOREIGN SERVICE OFFICERS

2 "SEC. 412. There shall be 10 classes of Foreign Service  
3 officers, including the classes of career ambassador and of  
4 career minister. The per annum salary of a career ambas-  
5 sador shall be at the rate provided by law for level IV of  
6 the Federal Executive Salary Schedule. The per annum  
7 salary of a career minister shall be at the rate provided by  
8 law for level V of such schedule. The per annum salaries  
9 of Foreign Service officers within each of the other classes  
10 shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1----- | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2-----  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3-----  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4-----  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5-----  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6-----  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7-----  | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8-----  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250".  |

11 SEC. 120. Subsection (a) of section 415 of such Act  
12 (22 U.S.C. 870 (a)) is amended to read as follows:

13 "(a) There shall be ten classes of Foreign Service staff  
14 officers and employees, referred to hereafter as staff officers  
15 and employees. The per annum salaries of such staff officers  
16 and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1----- | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2-----  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3-----  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4-----  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5-----  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6-----  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7-----  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8-----  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9-----  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10----- | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830".  |

17 SEC. 121. Foreign Service officers, Reserve officers, and  
18 Foreign Service staff officers and employees who are en-

1 titled to receive basic compensation immediately prior to the  
2 effective date of this section at one of the rates provided by  
3 section 412 or 415 of the Foreign Service Act of 1946, shall  
4 receive basic compensation, on and after such effective date,  
5 at the rate of their class determined to be appropriate by  
6 the Secretary of State.

7       AGRICULTURAL STABILIZATION AND CONSERVATION

8               COUNTY COMMITTEE EMPLOYEES

9       SEC. 122. The rates of compensation of persons em-  
10 ployed by the county committees established pursuant to sec-  
11 tion 8 (b) of the Soil Conservation and Domestic Allotment  
12 Act (16 U.S.C. 590h (b) ) shall be increased by amounts  
13 equal, as nearly as may be practicable, to the increases pro-  
14 vided by section 102 of this Act for corresponding rates of  
15 compensation in the appropriate schedule or scale of pay.

16               MISCELLANEOUS PROVISIONS

17       SEC. 123. Section 504 of the Federal Salary Reform Act  
18 of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by  
19 adding at the end thereof the following new subsection:

20       “(d) The rate of basic compensation, established under  
21 this section, and received by any officer or employee im-  
22 mediately prior to the effective date of a statutory increase in  
23 the compensation schedules of the salary systems specified  
24 in subsection (a) shall be initially adjusted on the effective  
25 date of such new compensation schedules in accordance with

1 conversion rules and regulations prescribed by the President  
2 or by such agency or agencies as he may designate.”

3                                   ABSORPTION OF COSTS

4       SEC. 124. (a) The cost of not less than 10 per centum  
5 of the aggregate amount of the increases in compensation  
6 provided by this title for the fiscal year 1965 shall be  
7 absorbed by the departments, agencies, establishments, and  
8 corporations in the executive branch; and no amount beyond  
9 the additional sum for such compensation increases pro-  
10 posed in the budget for the fiscal year 1965 is authorized  
11 to be appropriated by any provision of this Act. The total  
12 amount of such absorption shall be allocated by the Bureau  
13 of the Budget among such departments, agencies, establish-  
14 ments, and corporations in such manner and to such extent  
15 as the Director of the Bureau of the Budget deems appro-  
16 priate in the light of their essential functions.

17       (b) Pursuant to the objective of this section, heads of  
18 the executive branch activities concerned are directed to  
19 review with meticulous care each vacancy resulting from  
20 voluntary resignation, retirement, or death and to determine  
21 whether the duties of the position can be reassigned to other  
22 employees or whether the position can be abolished without  
23 seriously affecting the execution of essential functions.

24       (c) Nothing contained in subsection (a) of this section



1 shall be held or considered to require (1) the separation  
2 from the service of any individual by reduction in force or  
3 other personnel action or (2) the placing of any individual  
4 in a leave-without-pay status.

5 TITLE II—FEDERAL LEGISLATIVE SALARIES

6 SEC. 201. This title may be cited as the “Federal Legis-  
7 lative Salary Act of 1964”.

8 SEC. 202. (a) Each officer or employee in or under the  
9 legislative branch of the Government whose rate of com-  
10 pensation is increased by section 5 of the Federal Employees  
11 Pay Act of 1946 shall be paid additional compensation in  
12 an amount equal to the greater of the following amounts, as  
13 applicable:

14 (1) an amount equal to  $3\frac{1}{2}$  per centum of his gross  
15 rate of compensation (basic compensation plus addi-  
16 tional compensation authorized by law) in effect im-  
17 mediately prior to the effective date of this section plus  
18 1 per centum of such gross rate for each whole multiple,  
19 or part of a multiple, of \$500 basic compensation; or

20 (2) an amount equal to 5 per centum of such gross  
21 rate.

22 (b) The total annual compensation in effect immediately  
23 prior to the effective date of this section of each officer or em-  
24 ployee of the House of Representatives, whose compensation  
25 is disbursed by the Clerk of the House of Representatives and

1 is not increased by reason of any other provision of this title,  
2 shall be increased by an amount which is equal to the amount  
3 of the increase provided by subsection (a) of this section in  
4 that gross rate which is nearest in amount to the total an-  
5 nual compensation of such officer or employee.

6 (c) Each of the limitations on gross rate per thousand  
7 and gross rate per hour per person provided by applicable  
8 law on the effective date of this section with respect to the  
9 folding of speeches and pamphlets for the House of Repre-  
10 sentatives shall be increased by 7 per centum. The amount  
11 of each increase under this subsection shall be computed to  
12 the nearest cent, counting one-half cent and over as a whole  
13 cent.

14 (d) The additional compensation provided by this sec-  
15 tion shall be considered a part of basic compensation for the  
16 purposes of the Civil Service Retirement Act (5 U.S.C.  
17 2251 and the following).

18 (e) Section 202 (e) of the Legislative Reorganization  
19 Act of 1946, as amended (2 U.S.C. 72a (e) ), is amended—

20 (1) by striking out “\$8,880” where it first appears  
21 in such subsection and inserting in lieu thereof “the  
22 highest amount which, together with additional com-  
23 pensation authorized by law, will not exceed the maxi-  
24 mum rate authorized by the Classification Act of 1949,  
25 as amended,”; and

1           (2) by striking out "\$8,880" at the second place  
2       where it appears in such subsection and inserting in lieu  
3       thereof "the highest amount which, together with addi-  
4       tional compensation authorized by law, will not exceed  
5       the maximum rate authorized by the Classification Act  
6       of 1949, as amended".

7       (f) (1) This subsection is enacted as an exercise of the  
8       rule making power of the House of Representatives with full  
9       recognition of the constitutional right of the House of Repre-  
10      sentatives to change the rule amended by this subsection at  
11      any time, in the same manner, and to the same extent as in  
12      the case of any other rule of the House of Representatives.

13       (2) Clause 28 (c) of Rule XI of the Rules of the  
14      House of Representatives is amended—

15           (A) by striking out "\$8,880" where it first appears  
16      in such clause and inserting in lieu thereof "the highest  
17      amount which, together with additional compensation  
18      authorized by law, will not exceed the maximum rate  
19      authorized by the Classification Act of 1949, as  
20      amended,"; and

21           (B) by striking out "\$8,880" at the second place  
22      where it appears in such clause and inserting in lieu  
23      thereof "the highest amount which, together with ad-  
24      ditional compensation authorized by law, will not exceed



1 the maximum rate authorized by the Classification Act  
2 of 1949, as amended”.

3 SEC. 203. (a) The compensation of the Comptroller  
4 General of the United States shall be at the rate of \$30,000  
5 per annum.

6 (b) The compensation of the Assistant Comptroller  
7 General of the United States shall be at the rate of \$29,000  
8 per annum.

9 (c) The compensation of the General Counsel of the  
10 United States General Accounting Office, the Librarian of  
11 Congress, the Public Printer, and the Architect of the Capi-  
12 tol shall be at the rate of \$28,000 per annum.

13 (d) The compensation of the Deputy Librarian of Con-  
14 gress, the Deputy Public Printer, and the Assistant Architect  
15 of the Capitol shall be at the rate of \$27,000 per annum.

16 (e) The compensation of the Second Assistant Archi-  
17 tect of the Capitol shall be at the rate of \$26,000 per annum.

18 (f) The compensation of the Chaplain of the House of  
19 Representatives shall be at the rate of \$12,500 per annum.

20 SEC. 204. Section 601 (a) of the Legislative Reorgani-  
21 zation Act of 1946, as amended (2 U.S.C. 31), is amended  
22 to read as follows:

23 “(a) The compensation of Senators, Representatives in  
24 Congress, and the Resident Commissioner from Puerto Rico

1 shall be at the rate of \$30,000 per annum each; and the  
2 compensation of the Speaker of the House of Representa-  
3 tives shall be at the rate of \$43,000 per annum.”

4 SEC. 205. No officer or employee subject to section 202  
5 (a) or 202 (b) of this title shall receive, by reason of any  
6 provision of this title, an increase in gross rate of compensa-  
7 tion (basic compensation plus additional compensation au-  
8 thorized by law), or in total annual compensation, which is  
9 in excess of the amount of the increase in basic compensation  
10 provided by the amendment made by section 102 (a) of  
11 title I of this Act for positions in grade 18 of the General  
12 Schedule of the Classification Act of 1949, as amended.

13 TITLE III—FEDERAL EXECUTIVE SALARIES

14 SEC. 301. This title may be cited as the “Federal Execu-  
15 tive Salary Act of 1964”.

16 SEC. 302. There is hereby established for offices and  
17 positions to which section 303 of this title applies a basic  
18 compensation schedule, to be known as the “Federal Execu-  
19 tive Salary Schedule”, which shall be divided into six salary  
20 levels.

21 SEC. 303. (a) Level I of the Federal Executive Salary  
22 Schedule shall apply to the following offices and positions,  
23 for which the annual rate of basic compensation shall be  
24 \$32,500:

25 (1) Secretary of State.

- 1           (2) Secretary of the Treasury.
- 2           (3) Secretary of Defense.
- 3           (4) Attorney General.
- 4           (5) Postmaster General.
- 5           (6) Secretary of the Interior.
- 6           (7) Secretary of Agriculture.
- 7           (8) Secretary of Commerce.
- 8           (9) Secretary of Labor.
- 9           (10) Secretary of Health, Education, and Welfare.

10           (b) Level II of the Federal Executive Salary Schedule  
11 shall apply to the following offices and positions, for which  
12 the annual rate of basic compensation shall be \$30,000:

- 13           (1) Deputy Secretary of Defense.
- 14           (2) Under Secretary of State.
- 15           (3) Administrator, Agency for International De-  
16 velopment.
- 17           (4) Administrator of the National Aeronautics and  
18 Space Administration.
- 19           (5) Administrator of Veterans' Affairs.
- 20           (6) Administrator of the Housing and Home  
21 Finance Agency.
- 22           (7) Chairman, Atomic Energy Commission.
- 23           (8) Chairman, Council of Economic Advisers.
- 24           (9) Chairman, Board of Governors of the Federal  
25 Reserve System.



1           (10) Director of the Bureau of the Budget.

2           (11) Director of the Office of Science and Tech-  
3 nology.

4           (12) Director of the United States Arms Control  
5 and Disarmament Agency.

6           (13) Director of the United States Information  
7 Agency.

8           (14) Director of the Federal Bureau of Investiga-  
9 tion, Department of Justice, so long as the position is  
10 held by the present incumbent.

11           (15) Director of Central Intelligence.

12           (c) Level III of the Federal Executive Salary Sched-  
13 ule shall apply to the following offices and positions, for  
14 which the annual rate of basic compensation shall be  
15 \$29,000:

16           (1) Deputy Attorney General.

17           (2) Deputy Postmaster General.

18           (3) Under Secretary of Agriculture.

19           (4) Under Secretary of Commerce.

20           (5) Under Secretary of Commerce for Transpor-  
21 tation.

22           (6) Under Secretary of Health, Education, and  
23 Welfare.

24           (7) Under Secretary of the Interior.

25           (8) Under Secretary of Labor.

(9) Under Secretary of State for Political Affairs  
or Under Secretary of State for Economic Affairs.

(10) Under Secretary of the Treasury.

(11) Under Secretary of the Treasury for Monetary Affairs.

(12) Secretary of the Air Force.

(13) Secretary of the Army.

(14) Secretary of the Navy.

(15) Administrator of the Federal Aviation  
Agency.

(16) Administrator of General Services.

(17) Administrator of the Small Business Administration.

(18) Deputy Administrator of Veterans' Affairs.

(19) Deputy Administrator, Agency for International Development.

(20) Chairman of the National Mediation Board.

(21) Chairman, Civil Aeronautics Board.

(22) Chairman of the United States Civil Service Commission.

(23) Chairman of the Railroad Retirement Board.

(24) Chairman, Federal Communications Commission.

1           (25) Chairman, Board of Directors, Federal De-  
2       posit Insurance Corporation.

3           (26) Chairman of the Federal Home Loan Bank  
4       Board.

5           (27) Chairman of the Federal Maritime Commis-  
6       sion.

7           (28) Chairman, Federal Power Commission.

8           (29) Chairman, Federal Trade Commission.

9           (30) Chairman, Interstate Commerce Commission.

10          (31) Chairman, National Labor Relations Board.

11          (32) Chairman, Securities and Exchange Commis-  
12       sion.

13          (33) Chairman, Board of Directors of the Ten-  
14       nessee Valley Authority.

15          (34) Comptroller of the Currency.

16          (35) Commissioner of Internal Revenue.

17          (36) Director of Defense Research and Engi-  
18       neering, Department of Defense.

19          (37) Deputy Administrator of the National Aero-  
20       nautics and Space Administration.

21          (38) Deputy Director of the Bureau of the Budget.

22          (39) Deputy Director of Central Intelligence.

23          (40) Director of the Office of Emergency Plan-  
24       ning.

25          (41) Director of the Peace Corps.



(42) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

(43) Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent.

(44) Members, Atomic Energy Commission.

(45) Members, Board of Governors of the Federal Reserve System.

(46) Members, Council of Economic Advisers.

(47) Director of National Science Foundation.

(48) Deputy Administrator of the Housing and Home Finance Agency.

(49) President, Export-Import Bank of Washington.

(d) The President is authorized from time to time to place offices and positions in levels IV, V, and VI of the Federal Executive Salary Schedule in accordance with subsections (e), (f), and (g) of this section. Each such action shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of national security.

(e) Offices and positions which the President is authorized to place in level IV include assistant secretaries of executive and military departments, general counsels of executive departments, members of regulatory boards and commissions,

1 deputy heads of large agencies, heads of certain agencies and  
2 bureaus, and such other offices and positions the duties and re-  
3 sponsibilities of which he deems appropriate for this level.  
4 The annual rate of basic compensation of such offices and  
5 positions shall be \$28,000.

6 (f) Offices and positions which the President is author-  
7 ized to place in level V include heads of principal services  
8 and such other offices and positions the duties and respon-  
9 sibilities of which he deems appropriate for this level. The  
10 annual rate of basic compensation of such offices and posi-  
11 tions shall be \$27,000.

12 (g) Offices and positions which the President is author-  
13 ized to place in level VI include heads and board members  
14 of smaller agencies, deputy heads of other agencies, and such  
15 other offices and positions the duties and responsibilities of  
16 which he deems appropriate for this level. The annual rate  
17 of basic compensation for such offices and positions shall be  
18 \$26,000.

19 (h) Notwithstanding any other provision of law, the  
20 members (other than the Chairman or President, as ap-  
21 plicable, or the Comptroller of the Currency in his capacity  
22 as a member of the Board of Directors of the Federal Deposit  
23 Insurance Corporation) of each of the boards and commis-  
24 sions, the Chairman or President of which is placed in level  
25 III of the Federal Executive Salary Schedule by subsection

1 (c) of this section, shall be placed in level IV of such  
2 schedule.

3 SEC. 304. (a) Section 104 of title 3, United States  
4 Code (relating to the compensation of the Vice President),  
5 is amended by striking out "\$35,000" and inserting in lieu  
6 thereof "\$43,000".

7 (b) Section 105 of title 3, United States Code, is  
8 amended to read as follows:

9 **"§ 105. Compensation of secretaries and executive, adminis-**  
10 **trative, and staff assistants to President**

11 "The President is authorized to fix the compensation of  
12 the six administrative assistants authorized to be appointed  
13 under section 106 of this title, of the Executive Secretary of  
14 the National Security Council, and of eight other secretaries  
15 or other immediate staff assistants in the White House Office  
16 at rates of compensation not to exceed that of level II of the  
17 Federal Executive Salary Schedule."

18 **CONFORMING CHANGES IN EXISTING LAW**

19 SEC. 305. The following provisions of law are hereby  
20 repealed:

21 (1) The Federal Executive Pay Act of 1956, as  
22 amended (5 U.S.C. 2201-2209), establishing rates of basic  
23 compensation for heads of executive departments and other  
24 Federal officials.

25 (2) Section 3012 (h) of title 10, United States Code,



1 providing compensation of \$22,000 a year for the Secretary  
2 of the Army.

3 (3) Section 3013 (b) of title 10, United States Code,  
4 fixing the annual salaries of the Under Secretary and each  
5 Assistant Secretary of the Army at \$20,000 a year.

6 (4) Section 5031 (d) of title 10, United States Code,  
7 providing compensation of \$22,000 a year for the Secretary  
8 of the Navy.

9 (5) Section 5033 (c) of title 10, United States Code,  
10 providing the annual salary of \$20,000 a year for the  
11 Under Secretary of the Navy.

12 (6) Section 304 of Public Law 87-651, approved Sep-  
13 tember 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note),  
14 providing compensation of \$20,000 a year for Assistant  
15 Secretaries of the Navy.

16 (7) Section 8012 (g) of title 10, United States Code,  
17 providing compensation of \$22,000 a year for the Secretary  
18 of the Air Force.

19 (8) Section 8013 (b) of title 10, United States Code,  
20 fixing the annual salaries of the Under Secretary and each  
21 Assistant Secretary of the Air Force at \$20,000 a year.

22 (9) Section 137 (c) of title 10, United States Code,  
23 fixing the compensation of the General Counsel of the  
24 Department of Defense at the rate prescribed by law for  
25 assistant secretaries of executive departments.

1       (10) (A) The last sentence of section 22 a. of the  
2 Atomic Energy Act of 1954, as amended (68 Stat. 924;  
3 71 Stat. 612; 42 U.S.C. 2032 (a) ), relating to the annual  
4 salaries of the Chairman and members of such Commission,  
5 which reads: "Each member, except the Chairman, shall  
6 receive compensation at the rate of \$22,000 per annum;  
7 and the member designated as Chairman shall receive  
8 compensation at the rate of \$22,500 per annum."

9       (B) That part of the first sentence of section 27 a. of  
10 the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C.  
11 2037 (a) ), relating to the salary of the Chairman of the  
12 Military Liaison Committee which reads: ", and who shall  
13 receive compensation at the rate prescribed for an Assistant  
14 Secretary of Defense".

15       (11) That part of Reorganization Plan Numbered 1  
16 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C.  
17 133z-15, note) —

18       (A) In section 2 (b) , relating to the annual salary  
19 of the Director of the Office of Emergency Planning,  
20 which reads: "and shall receive compensation at the  
21 rate now or hereafter prescribed by law for the heads  
22 of executive departments";

23       (B) In section 2 (c) , relating to the annual salary  
24 of the Deputy Director of such Office, which reads:  
25 "shall receive compensation at the rate now or here-

1 after prescribed by law for the under secretaries referred  
2 to in section 104 of the Federal Executive Pay Act of  
3 1956 (5 U.S.C. 2203),”; and

4 (C) In section 2 (d) relating to the annual salaries  
5 of three Assistant Directors of such Office, which reads:  
6 “shall receive compensation at the rate now or hereafter  
7 prescribed by law for assistant secretaries of executive  
8 departments,”.

9 (12) (A) That part of the second sentence of section  
10 202 (a) of the National Aeronautics and Space Act of 1958  
11 (72 Stat. 429; 42 U.S.C. 2472 (a) ), relating to the annual  
12 salary of the Administrator of the National Aeronautics and  
13 Space Administration, which reads: “, and shall receive com-  
14 pensation at the rate of \$22,500 per annum”.

15 (B) That part of the first sentence of section 202 (b)  
16 of such Act (72 Stat. 429; 42 U.S.C. 2472 (b) ), relating to  
17 the annual salary of the Deputy Administrator of such Ad-  
18 ministration, which reads: “, shall receive compensation at  
19 the rate of \$21,500 per annum,”.

20 (13) (A) That part of section 201 (f) of the National  
21 Aeronautics and Space Act of 1958 (72 Stat. 428; 42  
22 U.S.C. 2471 (f) ), relating to the annual salary of a civilian  
23 executive secretary in the National Aeronautics and Space  
24 Council, which reads: “and shall receive compensation at  
25 the rate of \$20,000 a year”.



1 (B) That part of section 204 of such Act (72 Stat.  
2 431, 432; 42 U.S.C. 2474 (a) (1), and (d)), relating to  
3 the annual salary of the Chairman of the Civilian-Military  
4 Liaison Committee, as follows:

5 In subsection (a) (1), that part which reads: “,  
6 and shall receive compensation (in the manner provided  
7 in subsection (d)) at the rate of \$20,000 per annum”.

8 In the second sentence of subsection (d), that part  
9 which reads: “fixed by subsection (a) (1)”.

10 (14) (A) That part of the second sentence of section  
11 2 (a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C.  
12 151b (a)) as amended, relating to the rank and salary of  
13 the Counselor and of the Legal Adviser of the Department  
14 of State, which reads: “and shall receive the same salary as”.

15 (B) The last sentence of section 2 (a) of the Act of May  
16 26, 1949 (63 Stat. 111; 5 U.S.C. 151b (a)) as amended,  
17 relating to the rate of basic compensation of the Deputy  
18 Under Secretaries of State, which reads: “Unless otherwise  
19 provided for by law, the rate of basic compensation of the  
20 Deputy Under Secretaries of State shall be the same as that  
21 of Assistant Secretaries of State.”.

22 (C) That part of the second sentence of section 2 (b)  
23 of the Act of May 26, 1949, as amended (73 Stat. 265;  
24 5 U.S.C. 151b (b)), relating to the annual salary of the

1 Under Secretary of State for Political Affairs or for Eco-  
2 nomic Affairs, as designated by the President, which reads:  
3 “shall receive compensation at the rate of \$22,000 a year  
4 and”.

5 (15) The last sentence of section 210 (a) of title 38,  
6 United States Code, relating to the annual salary of the  
7 Administrator of Veterans' Affairs, Veterans' Administra-  
8 tion, which reads: “He shall receive a salary of \$21,000  
9 a year, payable monthly.”.

10 (16) (A) The last sentence of section 201 (a) (2) of  
11 the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C.  
12 1321 (a) (2) ), relating to the annual salaries of the Chair-  
13 man and members of the Civil Aeronautics Board, which  
14 reads: “Each member of the Board shall receive a salary at  
15 the rate of \$20,000 per annum, except that the member  
16 serving as Chairman shall receive a salary at the rate of  
17 \$20,500 per annum.”.

18 (B) That part of the second sentence of section 301 (a)  
19 of such Act (72 Stat. 744; 49 U.S.C. 1341 (a) ), relating  
20 to the annual salary of the Administrator of the Federal  
21 Aviation Agency, which reads: “, and who shall receive  
22 compensation at the rate of \$22,500 per annum”.

23 (C) That part of the second sentence of section 302 (a)  
24 of such Act (72 Stat. 744; 49 U.S.C. 1342 (a) ), relating  
25 to the annual salary of the Deputy Administrator of such

1 Agency, which reads: "shall receive compensation at the  
2 rate of \$20,500 per annum, and".

3 (17) (A) The last sentence of section 22 of the Arms  
4 Control and Disarmament Act (75 Stat. 632; 22 U.S.C.  
5 2562), relating to the annual salary of the Director of the  
6 United States Arms Control and Disarmament Agency,  
7 which reads: "He shall receive compensation at the rate  
8 of \$22,500 per annum."

9 (B) The second sentence of section 23 of such Act (75  
10 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of  
11 the Deputy Director of such Agency, which reads: "He  
12 shall receive compensation at the rate of \$21,500 per  
13 annum."

14 (C) The second sentence of section 24 of such Act  
15 (75 Stat. 632; 22 U.S.C. 2564), relating to the annual  
16 salaries of the four Assistant Directors of such Agency, which  
17 reads: "They shall receive compensation at the rate of  
18 \$20,000 per annum."

19 (18) Section 3 of the Act of March 2, 1955 (69 Stat.  
20 10; 5 U.S.C. 294, 293, 295a), relating to the annual sal-  
21 aries of certain officials of the Department of Justice, which  
22 reads:

23 "SEC. 3. (a) The compensation of the Deputy Attorney  
24 General shall be at the rate of \$21,000 per annum.



1       “(b) The compensation of the Solicitor General shall  
2 be at the rate of \$20,500 per annum.

3       “(c) The compensation of each Assistant Attorney Gen-  
4 eral, other than the Administrative Assistant Attorney Gen-  
5 eral, shall be at the rate of \$20,000 per annum.”.

6       (19) (A) The last sentence of section 102 (c) of Re-  
7 organization Plan Numbered 7 of 1961 (75 Stat. 840; 5  
8 U.S.C. 133z-15, note), relating to the annual salaries of the  
9 Chairman and members of the Federal Maritime Commis-  
10 sion, which reads: “The Chairman of the Commission shall  
11 receive a salary at the rate of \$20,500 per annum, and each  
12 of the other Commissioners shall receive a salary at the rate  
13 of \$20,000 per annum.”.

14       (B) That part of section 201 of such reorganization  
15 plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to  
16 the annual salary of the Maritime Administrator in the  
17 Department of Commerce, which reads: “shall receive a  
18 salary at the rate of \$20,000 per annum,”.

19       (20) That part of the fourth sentence of section 4 (a) of  
20 the Securities Exchange Act of 1934, as amended (74 Stat.  
21 408 and 913; 15 U.S.C. 78d (a) ), relating to the annual  
22 salaries of the Chairman and Commissioners of the Securi-  
23 ties and Exchange Commission, which reads: “shall receive  
24 a salary at the rate of \$20,000 a year, except that the Chair-  
25 man shall receive additional salary at the rate of \$500 a year  
26 and”.

1       (21) Section 8 of the Food Additives Amendment of  
2 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the an-  
3 nual salary of the Commissioner of Food and Drugs at  
4 \$20,000 per annum.

5       (22) That part of the first sentence of section 3 of the  
6 Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502),  
7 relating to the annual salary of the Area Redevelopment  
8 Administrator in the Department of Commerce, which  
9 reads: "who shall receive compensation at a rate equal to  
10 that received by Assistant Secretaries of Commerce".

11       (23) The last sentence of section 203 (b) (1) of the  
12 National Security Act of 1947 (72 Stat. 520; 5 U.S.C.  
13 171c (b) (1) ), relating to the annual salary of the Director  
14 of Defense Research and Engineering in the Department of  
15 Defense, which reads: "The compensation of the Director  
16 is that prescribed by law for the Secretaries of the military  
17 departments."

18       (24) In section 303 (a) of title 23, United States  
19 Code,

20       (A) That part of the second sentence, relating to  
21 the annual salary of the Federal Highway Administrator  
22 in the Department of Commerce, which reads: "shall  
23 receive basic compensation at the rate prescribed by law  
24 for Assistant Secretaries of executive departments and";  
25 and

26       (B) The last sentence, relating to the annual salary

1 of the Deputy Federal Highway Administrator in such  
2 department, which reads: "The Deputy Federal High-  
3 way Administrator shall receive basic compensation at  
4 a rate \$1,000 less than the rate provided for the Fed-  
5 eral Highway Administrator."

6 (25) The last proviso in the paragraph under the  
7 heading "IMMIGRATION AND NATURALIZATION SERVICE"  
8 and under the subheading "SALARIES AND EXPENSES" in the  
9 Department of Justice Appropriation Act, 1959 (72 Stat.  
10 251; 5 U.S.C. 2206, note), relating to the annual salary of  
11 the Commissioner of the Immigration and Naturalization  
12 Service, which reads: ": *Provided further*, That, hereafter,  
13 the compensation of the Commissioner of the Immigration  
14 and Naturalization Service shall be \$20,000 per annum".

15 (26) The second paragraph of section 3 of title 35,  
16 United States Code, relating to the annual salary of the  
17 Commissioner of Patents which reads: "The annual rate  
18 of compensation of the Commissioner shall be \$20,000".

19 (27) That part of section 4 (a) of the Peace Corps Act  
20 (75 Stat. 612; 22 U.S.C. 2503 (a) ), relating to the annual  
21 salaries of the Director and of the Deputy Director of the  
22 Peace Corps, which reads: ", whose compensation shall be  
23 fixed by the President at a rate not in excess of \$20,000  
24 per annum," and ", whose compensation shall be fixed by  
25 the President at a rate not in excess of \$19,500 per  
26 annum".



1       (28) (A) Section 308 of title 39, United States Code,  
2       fixing the annual rate of basic compensation of the position  
3       of Chief Postal Inspector in the Post Office Department at  
4       \$19,000.

5       (B) That part of the table of contents of chapter 3 of  
6       title 39, United States Code, which reads as follows:

“308. Chief Postal Inspector.”.

7       (29) That part of the first sentence of section 4 of the  
8       International Travel Act of 1961 (75 Stat. 130; 22 U.S.C.  
9       2124), relating to the annual salary of the Director of the  
10      United States Travel Service in the Department of Com-  
11      merce, which reads: “who shall be compensated at the rate  
12      of \$19,000 per annum,”.

13      (30) Section 14 (b) of the Federal Employees Health  
14      Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013 (b) ),  
15      which fixes the compensation of the Executive Director of  
16      the United States Civil Service Commission at \$19,000 per  
17      annum.

18      (31) That part of the first sentence of section 107 (c)  
19      of the Renegotiation Act of 1951, as amended (73 Stat.  
20      211; 50 U.S.C. App. 1217 (c) ), relating to the annual  
21      salary of the General Counsel of the Renegotiation Board,  
22      which reads: “, and shall receive compensation at the rate  
23      of \$19,000 per annum”.

24      (32) (A) That part of the third sentence in section  
25      201 (a) of the National Capital Transportation Act of 1960

1 (74 Stat. 538; 40 U.S.C. 661 (a) ), relating to the annual  
2 salary of the Administrator of the National Capital Transpor-  
3 tation Agency, which reads: “, and who shall receive com-  
4 pensation at a rate equal to the maximum rate for grade 18  
5 of the General Schedule of the Classification Act of 1949,  
6 as amended, plus \$500 per annum”.

7 (B) That part of the first sentence of section 201 (b)  
8 of such Act (74 Stat. 538; 40 U.S.C. 661 (b) ), relating to  
9 the annual salary of the Deputy Administrator of such  
10 Agency, which reads: “, and who shall receive compensa-  
11 tion at a rate equal to the maximum rate for grade 18 of the  
12 General Schedule of the Classification Act of 1949, as  
13 amended”.

14 (33) The last sentence of section 624 (d) (1) of the  
15 Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C.  
16 2384 (d) (1) ), as amended, fixing the compensation of cer-  
17 tain officials in the Department of State, which reads: “The  
18 Inspector General, Foreign Assistance, shall receive com-  
19 pensation at the rate of \$20,000 annually; the Deputy In-  
20 spector General, Foreign Assistance, shall receive compensa-  
21 tion at the rate of \$20,000 annually, and each Assistant  
22 Inspector General, Foreign Assistance, shall receive com-  
23 pensation at the rate of \$19,000 annually.”.

24 (34) That part of section 202 of the Act of July 1,  
25 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual

1 salary of the Administrative Assistant Secretary of Health,  
2 Education, and Welfare, which reads: “, and whose annual  
3 rate of basic compensation shall be \$19,000”.

4 (35) That part of the Public Works Appropriation Act,  
5 1963, under the heading “DEPARTMENT OF THE IN-  
6 TERIOR” and under the caption “BUREAU OF RECLAMA-  
7 TION” and the subheading “ADMINISTRATIVE PROVISIONS”  
8 (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual  
9 salary of the present incumbent of the position of Commis-  
10 sioner of the Bureau of Reclamation, which reads:

11 “After September 30, 1962, the position of Commis-  
12 sioner of Reclamation shall have the annual rate of compen-  
13 sation as provided for positions listed in section 2205 (a)  
14 of title 5, United States Code, so long as held by the present  
15 incumbent.”.

16 (36) That part of the Public Works Appropriation  
17 Act, 1962, under the heading “DEPARTMENT OF THE  
18 INTERIOR” and under the caption “BONNEVILLE POWER  
19 ADMINISTRATION” and the subheading “CONSTRUCTION”  
20 (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual  
21 salary of the present incumbent of the position of Adminis-  
22 trator, Bonneville Power Administration, which reads:

23 “After October 1, 1961, the position of Administrator,  
24 Bonneville Power Administration, shall have the same annual



1 rate of compensation as that provided for positions listed in  
2 section 2205 (b) of title 5, United States Code, so long as  
3 held by the present incumbent.”.

4 (37) Section 205 of the Public Works Appropriation  
5 Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note),  
6 as amended, relating to the salary of the present incumbent  
7 of the position of Administrator of the Southwestern Power  
8 Administration in the Department of the Interior, and to  
9 the salary of the Administrative Assistant Secretary of such  
10 Department, which reads:

11 “SEC. 205. After August 31, 1957, the salary of the  
12 Administrator of the Southwestern Power Administration  
13 shall be the same as the salary of the Administrator of the  
14 Bonneville Power Administration, so long as held by the  
15 present incumbent; and the salary of the Administrative As-  
16 sistant Secretary of the Department shall be the same as the  
17 Solicitor of the Department of the Interior.”.

18 (38) The proviso in the first paragraph under the head-  
19 ing “FEDERAL BUREAU OF INVESTIGATION” and under  
20 the subheading “SALARIES AND EXPENSES” in the Depart-  
21 ment of Justice Appropriation Act, 1964 (77 Stat. 782;  
22 Public Law 88-245), relating to the annual salary of the  
23 present incumbent of the position of Director of the Federal  
24 Bureau of Investigation, which reads: “: *Provided*, That the  
25 compensation of the Director of the Bureau shall be \$22,000

1 per annum so long as the position is held by the present in-  
2 cumbent” and provisions to the same effect contained in  
3 other appropriation Acts enacted prior to the effective date  
4 of this section relating to the annual salary of the present  
5 incumbent of the position of Director of the Federal Bureau  
6 of Investigation.

7 (39) That part of section 7801 (b) (2) of the Internal  
8 Revenue Code of 1954, as amended, relating to the annual  
9 salary of the Assistant General Counsel of the Treasury De-  
10 partment who shall be the Chief Counsel for the Internal  
11 Revenue Service, which reads: “and shall receive basic com-  
12 pensation at the annual rate of \$19,000”.

13 (40) (A) Sections 3018, 5014, and 8018 of title 10,  
14 United States Code, relating to the compensation of the  
15 general counsels of the military departments.

16 (B) The respective tables of contents of chapters 303,  
17 503, and 803 of title 10, United States Code, are amended  
18 by striking out

“3018. Compensation of General Counsel.”;  
“5014. Compensation of General Counsel.”; and  
“8018. Compensation of General Counsel.”.

19 (41) The proviso contained in the first sentence of sec-  
20 tion 5 (d) of the Farm Credit Act of 1953, as amended (75  
21 Stat. 793; 12 U.S.C. 636d (d) ), relating to the annual  
22 salaries for not more than three positions of deputy governor  
23 in the Farm Credit Administration, which reads: “: *Pro-*

1 *vided*, That the salary of not more than three positions of  
2 deputy governor each shall be fixed by the Board at a rate  
3 not exceeding the maximum scheduled rate of the General  
4 Schedule of the Classification Act of 1949, as amended”.

5 (42) (A) That part of section 2 (a) of Reorganization  
6 Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-  
7 15, note), relating to the compensation of the Director of the  
8 Office of Science and Technology, which reads: “and shall  
9 receive compensation at the rate of \$22,500 per annum”.

10 (B) That part of section 2 (b) of such reorganization  
11 plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the  
12 compensation of the Deputy Director of the Office of Science  
13 and Technology, which reads: “and receive compensation  
14 at the rate of \$20,500 per annum”.

15 (C) That part of section 22 (a) of such reorganization  
16 plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the  
17 compensation of the Director of the National Science Foun-  
18 dation, which reads: “shall receive compensation at the rate  
19 of \$21,000 per annum and”.

20 (43) That part of section 624 (a) of the Foreign As-  
21 sistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384 (a) ),  
22 relating to the compensation of twelve officers in the agency  
23 primarily responsible for administering part I of such Act,  
24 which reads: “of whom—

25 “(1) one shall have the rank of an Under Secretary  
26 and shall be compensated at a rate not to exceed the rate



1 authorized by law for any Under Secretary of an Execu-  
2 tive Department;

3 “(2) one shall have the rank of Deputy Under  
4 Secretary and shall be compensated at a rate not to  
5 exceed the rate authorized by law for any Deputy Under  
6 Secretary of an Executive Department; and

7 “(3) ten shall have the rank of Assistant Secre-  
8 taries and shall be compensated at a rate not to exceed  
9 the rate authorized by law for any Assistant Secretary  
10 of an Executive Department,”.

11 (44) That part of the first sentence of section 104 (b)  
12 of the Immigration and Nationality Act (66 Stat. 174; 8  
13 U.S.C. 1104 (b) ), relating to the rank and compensation of  
14 the Administrator, Bureau of Security and Consular Af-  
15 fairs, which reads: “and compensation”.

16 SEC. 306. (a) (1) Section 508 of title 28, United States  
17 Code, is amended to read as follows:

18 “§ 508. Salaries.

19 “Subject to subsection (d) of section 303 of the Federal  
20 Executive Salary Act of 1964, the Attorney General shall  
21 fix the annual salaries of United States attorneys, assistant  
22 United States attorneys, and attorneys appointed under  
23 section 503 of this title at rates of compensation not in excess  
24 of the highest rate of grade 18 of the General Schedule of the  
25 Classification Act of 1949, as amended.”.

26 (2) Subject to sections 303 (d) and 501 (a) and (c)

1 of this Act, each incumbent United States attorney and as-  
2 sistant United States attorney shall be paid compensation at  
3 a rate equal to that of attorneys of comparable responsibility  
4 and professional qualifications, as determined by the Attorney  
5 General, whose compensation is prescribed in the General  
6 Schedule of the Classification Act of 1949, as amended.

7 (b) Section 411 of the Foreign Service Act of 1946,  
8 as amended (70 Stat. 704; 22 U.S.C. 866), relating to  
9 the per annum salaries of chiefs of mission, is amended by  
10 striking out the second sentence of that section and inserting  
11 in lieu thereof the following: "The per annum salaries of  
12 chiefs of mission within each class shall be at the rate pro-  
13 vided by law for the levels of the Federal Executive Salary  
14 Schedule as follows: class 1, the rate for level II; class 2,  
15 the rate for level III; class 3, the rate for level IV; and  
16 class 4, the rate for level V."

17 (c) That part of section 201 (f) of the National Aero-  
18 nautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C.  
19 2471 (f) ), fixing a limit of \$19,000 on the compensation of  
20 seven persons in the National Aeronautics and Space Coun-  
21 cil, is amended by striking out "compensated at the rate of  
22 not more than \$19,000 a year," and inserting in lieu thereof  
23 "compensated at not to exceed the highest rate of grade 18 of  
24 the General Schedule of the Classification Act of 1949, as  
25 amended,".

(d) Clause (A) of section 203 (b) (2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473 (b) (2) ), as amended, is amended to read as follows: “(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and”.

(e) Section 6 (f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376 (f) ), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out “at a rate in excess of \$20,000 per annum” and by inserting in lieu thereof “at a rate in excess of the rate provided by law for level VI of the Federal Executive Salary Schedule”.

(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034 (a) ), relating to the annual salary of the General Manager of such Commission, (A) by inserting “and” immediately before “shall



1       be removable by the Commission” and (B) by strik-  
2       ing out that part which reads: “, and shall receive  
3       compensation at a rate determined by the Commission,  
4       but not in excess of \$22,000 per annum”;

5               (2) In the last sentence of section 24 b. (71 Stat.  
6       612; 42 U.S.C. 2034 (b) ), relating to the annual salary  
7       of the Deputy General Manager of such Commission,  
8       (A) by inserting “and” immediately before “shall be  
9       removable by the General Manager” and (B) by  
10      striking out that part which reads: “, and shall receive  
11      compensation at a rate determined by the General Man-  
12      ager, but not in excess of \$20,500 per annum”;

13              (3) In the last sentence of section 24 c. (71 Stat.  
14      612; 42 U.S.C. 2034 (c) ), relating to the annual sal-  
15      aries of the Assistant General Managers (or their  
16      equivalents) of such Commission, (A) by inserting  
17      “and” immediately before “shall be removable by the  
18      General Manager” and (B) by striking out that part  
19      which reads: “, and shall receive compensation at a rate  
20      determined by the General Manager, but not in excess  
21      of \$20,000 per annum”;

22              (4) In the second sentence of section 25 a. (68  
23      Stat. 925; 71 Stat. 612; 42 U.S.C. 2035 (a) ), relating  
24      to the annual salaries of directors of program divisions

1 of such Commission, by striking out that part which  
2 reads: "and shall receive compensation at a rate deter-  
3 mined by the Commission, but not in excess of \$19,000  
4 per annum";

5 (5) In section 25 b. (68 Stat. 925; 71 Stat. 612;  
6 42 U.S.C. 2035 (b) ), relating to the annual salary of  
7 the General Counsel of such Commission, by striking out  
8 that part which reads: "and shall receive compensation  
9 at a rate determined by the Commission, but not in ex-  
10 cess of \$19,500 per annum";

11 (6) In the first sentence of section 25 c. (68 Stat.  
12 925; 71 Stat. 612; 42 U.S.C. 2035 (c) ), relating to the  
13 annual salary of the Director of the Inspection Division  
14 in such Commission, by striking out that part which  
15 reads: "and shall receive compensation at a rate deter-  
16 mined by the Commission, but not in excess of \$19,000  
17 per annum";

18 (7) In the last sentence of section 25 d. (71 Stat.  
19 612; 42 U.S.C. 2035 (d) ), relating to the annual sala-  
20 ries of certain executive management positions in such  
21 Commission, (A) by inserting "and" immediately before  
22 "shall be removable by the General Manager" and (B)  
23 by striking out that part which reads: ", and shall

1 receive compensation at a rate determined by the Gen-  
2 eral Manager, but not in excess of \$19,000 per annum”;  
3 and

4 (8) In the second sentence of section 28 (68 Stat.  
5 926; 42 U.S.C. 2038), relating to the compensation of  
6 the active member of the Armed Forces serving as  
7 Director of the Division of Military Application in such  
8 Commission, by striking out that part which reads “and  
9 the compensation prescribed in section 25” and inserting  
10 in lieu thereof, “and the compensation for directors of  
11 other program divisions”.

12 (g) Section 2 of the Act of July 30, 1946, as amended  
13 (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to  
14 the compensation of the United States representatives and  
15 alternates at sessions of the General Conference of the United  
16 Nations Educational, Scientific, and Cultural Organization,  
17 is amended by striking out “Such representatives and alter-  
18 nates shall each be entitled to receive compensation at such  
19 rates, not to exceed \$15,000 per annum, as the President  
20 may determine,” and inserting in lieu thereof “Such repre-  
21 sentatives and alternates shall each be entitled to receive  
22 compensation at such rates provided by section 412 of the  
23 Foreign Service Act of 1946, as amended, as the President  
24 may determine,”.

25 (h) Section 2 of the Act of July 1, 1947 (61 Stat. 215;  
26 22 U.S.C. 289a), relating to the compensation of the United



1 States representatives and alternates at sessions of the gen-  
2 eral council and at sessions of the executive committee of the  
3 International Refugee Organization, is amended by striking  
4 out "Such representative or representatives shall each be  
5 entitled to receive compensation at a rate not to exceed  
6 \$12,000 per annum, and any such alternate shall be en-  
7 titled to receive compensation at a rate not to exceed \$10,-  
8 000 per annum," and inserting in lieu thereof "Such repre-  
9 sentative or representatives, and any such alternate, shall  
10 be entitled to receive compensation at one of the rates pro-  
11 vided by section 412 of the Foreign Service Act of 1946,  
12 as amended,".

13 (i) The third sentence of section 2 of the Act of May 29,  
14 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read  
15 as follows: "Except as provided in subsection (d) of section  
16 303 of the Federal Executive Salary Act of 1964, no  
17 officer or employee of the National Security Agency shall be  
18 paid basic compensation at a rate in excess of the highest rate  
19 of basic compensation contained in such General Schedule.".

20 (j) (1) Sections 2 and 3 of the Act of July 25, 1958  
21 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), re-  
22 lating to the compensation of the Commissioners of the Dis-  
23 trict of Columbia, are amended to read as follows:

24 "SEC. 2. Except as otherwise provided by this section  
25 and section 3 of this Act—

26 "(1) the compensation of the Commissioners of the

1 District of Columbia shall be at the rate of \$26,500  
2 each per annum; and

3 “(2) the Commissioner detailed from the Corps  
4 of Engineers of the United States Army shall receive an  
5 annual compensation which, when added to any com-  
6 pensation he receives as an officer of the United States  
7 Army, will equal the compensation authorized by para-  
8 graph (1) of this section.

9 “SEC. 3. Notwithstanding any other provision of law—

10 “(1) the compensation of the President of the  
11 Board of Commissioners of the District of Columbia shall  
12 be at the rate of \$27,000 per annum; and

13 “(2) if the Commissioner detailed from the Corps  
14 of Engineers of the United States Army is chosen Presi-  
15 dent of the Board of Commissioners, he shall receive,  
16 as President of the Board, an annual compensation  
17 which, when added to any compensation he receives as  
18 an officer of the United States Army, will equal the  
19 compensation authorized by paragraph (1) of this  
20 section.”.

21 (2) Section 11-702 (d) of the District of Columbia  
22 Code (77 Stat. 484; Public Law 88-241), relating to the  
23 rates of annual salary of the chief judge and the associate

1 judges of the District of Columbia Court of Appeals, is  
2 amended—

3 (A) by striking out “\$19,000” and inserting in lieu  
4 thereof “\$26,000”; and

5 (B) by striking out “\$18,500” and inserting in lieu  
6 thereof “\$25,500”.

7 (3) Section 11-902 (d) of the District of Columbia  
8 Code (77 Stat. 487; Public Law 88-241), relating to the  
9 rates of annual salary of the chief judge and the associate  
10 judges of the District of Columbia Court of General Sessions,  
11 is amended—

12 (A) by striking out “\$18,000” and inserting in  
13 lieu thereof “\$25,000”; and

14 (B) by striking out “\$17,500” and inserting in  
15 lieu thereof “\$24,500”.

16 (4) The first sentence of the second paragraph of section  
17 2 of the District of Columbia Revenue Act of 1937, as  
18 amended (D.C. Code, sec. 47-2402), relating to the com-  
19 pensation of the person appointed to the District of Columbia  
20 Tax Court, is amended by striking out “\$17,500” and insert-  
21 ing in lieu thereof “\$24,500”.

22 (5) That part of the salary schedule in section 1 of the  
23 District of Columbia Teachers’ Salary Act of 1955, as



1 amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relat-  
2 ing to the compensation of the Superintendent of Schools,  
3 and Deputy Superintendent of Schools, of the District of  
4 Columbia, which reads:

|                                          |          |       |       |       |       |       |       |       |        |
|------------------------------------------|----------|-------|-------|-------|-------|-------|-------|-------|--------|
| "Class 1: Superintendent of Schools..... | \$19,000 | ----- | ----- | ----- | ----- | ----- | ----- | ----- | -----  |
| Class 2: Deputy Superintendent.....      | 16,500   | ----- | ----- | ----- | ----- | ----- | ----- | ----- | -----" |

5 is amended to read as follows:

|                                          |          |       |       |       |       |       |       |       |        |
|------------------------------------------|----------|-------|-------|-------|-------|-------|-------|-------|--------|
| "Class 1: Superintendent of Schools..... | \$26,000 | ----- | ----- | ----- | ----- | ----- | ----- | ----- | -----  |
| Class 2: Deputy Superintendent.....      | 22,000   | ----- | ----- | ----- | ----- | ----- | ----- | ----- | -----" |

6 (6) That part of the salary schedule in section 101 of  
7 the District of Columbia Police and Firemen's Salary Act  
8 of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq.,  
9 D.C. Code, 1961 edition), relating to the compensation of  
10 the Fire Chief and Chief of Police, which reads:

|                                                    |        |        |        |        |       |       |        |        |       |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....<br>Fire Chief.<br>Chief of Police." | 17,000 | 17,400 | 17,800 | 18,200 | ----- | ----- | 18,600 | 19,000 | ----- |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|

11 is amended to read as follows:

|                                                    |        |        |        |        |       |       |        |        |       |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....<br>Fire Chief.<br>Chief of Police." | 21,000 | 21,500 | 22,000 | 22,500 | ----- | ----- | 23,000 | 23,500 | ----- |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|

12 (k) (1) The catchline of section 3012 of title 10, United  
13 States Code, is amended by striking out "**; compensation**".

14 (2) The table of contents of chapter 303 of such title 10  
15 is amended by striking out

"3012. Secretary of the Army: powers and duties; delegation by; com-  
pensation."

16 and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

1       (3) The catchline of section 5031 of such title 10 is  
2 amended by striking out “; compensation”.

3       (4) The table of contents of chapter 505 of such title  
4 10 is amended by striking out  
“5031. Secretary of the Navy: responsibilities; compensation.”  
5 and inserting in lieu thereof

“5031. Secretary of the Navy: responsibilities.”.

6       (5) The catchline of section 5033 of such title 10  
7 is amended by striking out “; compensation”.

8       (6) The table of contents of chapter 505 of such title  
9 10 is amended by striking out

“5033. Under Secretary of the Navy: appointment; duties; compensa-  
tion.”

10 and inserting in lieu thereof

“5033. Under Secretary of the Navy: appointment; duties.”.

11       (7) The catchline of section 8012 of such title 10  
12 is amended by striking out “; compensation”.

13       (8) The table of contents of chapter 803 of such title  
14 10 is amended by striking out

“8012. Secretary of the Air Force: powers and duties; delegation by;  
compensation.”

15 and inserting in lieu thereof

“8012. Secretary of the Air Force: powers and duties; delegation by.”.

## 16                   CHANGES IN POSITION TITLES

17       SEC. 307. Whenever reference is made in any law or  
18 reorganization plan to the—

19           Administrative Assistant Attorney General,

1           Administrative Assistant Secretary of the Interior,  
 2           Administrative Assistant Secretary of Agriculture,  
 3           Administrative Assistant Secretary of Labor,  
 4           Administrative Assistant Secretary of the Treasury,

5           or

6           Administrative Assistant Secretary of Health, Edu-  
 7           cation, and Welfare,

8   such reference shall be held and considered to mean the

9           Assistant Attorney General for Administration,

10          Assistant Secretary of the Interior for Administra-  
 11          tion,

12          Assistant Secretary of Agriculture for Administra-  
 13          tion,

14          Assistant Secretary of Labor for Administration,

15          Assistant Secretary of the Treasury for Administra-  
 16          tion, or

17          Assistant Secretary of Health, Education, and Wel-  
 18          fare for Administration,

19   respectively.

20   LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE

21                                           ACTION

22   SEC. 308. Except as provided by this Act and notwith-  
 23   standing the provisions of any other law, the head of any  
 24   executive department, independent establishment, or agency  
 25   in the executive branch who is authorized to fix by admin-



1 istrative action the annual rate of basic compensation for  
 2 any position, officer, or employee shall not fix such rate in  
 3 excess of the highest rate of grade 18 of the General Sched-  
 4 ule of the Classification Act of 1949, as amended. Nothing  
 5 contained in this section shall be construed to impair the  
 6 authorities provided in the Central Intelligence Agency Act  
 7 of 1949, as amended (50 U.S.C. 403a and following), in  
 8 section 3 of the Tennessee Valley Authority Act of 1933  
 9 (16 U.S.C. 831b), in section 9 of the Federal Deposit  
 10 Insurance Act (12 U.S.C. 1819), or in section 5240 of the  
 11 Revised Statutes (12 U.S.C. 481, relating to the Comptroller  
 12 of the Currency).

#### 13 POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949

14 SEC. 309. Each office or position in the executive branch  
 15 specifically referred to in, or covered by, any conforming  
 16 change in law made by section 305 of this Act which  
 17 is not placed in a level of the Federal Executive Salary  
 18 Schedule pursuant to section 303 of this Act, shall be placed  
 19 in the appropriate grade of the General Schedule of the  
 20 Classification Act of 1949, as amended, in accordance with  
 21 the provisions of such Act.

#### 22 SAVING PROVISIONS

23 SEC. 310. (a) Except as provided by this Act, the  
 24 changes in existing law made by this Act shall not affect any

1 office or position existing immediately prior to the effective  
2 date of any such changes in existing law, the compensation  
3 attached to such office or position, and any incumbent  
4 thereof, his appointment thereto, and his entitlement to  
5 receive the compensation attached thereto, until appropriate  
6 action is taken in accordance with this Act or other law.

7 (b) Notwithstanding any provision of this Act, the rate  
8 of basic, gross, or total annual compensation received by  
9 any officer or employee immediately prior to the effective  
10 date of this section shall not be reduced by reason of  
11 enactment of this Act.

#### 12 TITLE IV—FEDERAL JUDICIAL SALARIES

13 SEC. 401. This title may be cited as the “Federal  
14 Judicial Salary Act of 1964”.

15 SEC. 402. (a) The rates of basic compensation of officers  
16 and employees in or under the judicial branch of the Govern-  
17 ment whose rates of compensation are fixed by or pursuant to  
18 paragraph (2) of subdivision a of section 62 of the Bank-  
19 ruptcy Act (11 U.S.C. 102 (a) (2) ), section 3656 of title  
20 18, United States Code, the third sentence of section 603.  
21 section 604 (a) (5), or sections 672 to 675, inclusive, of  
22 title 28, United States Code, are hereby increased by  
23 amounts which reflect the respective applicable increases  
24 provided by title I of this Act in corresponding rates of com-

1    pensation for officers and employees subject to the Classifi-  
2    cation Act of 1949, as amended.

3           (b) The limitations provided by applicable law on the  
4    effective date of this section with respect to the aggregate  
5    salaries payable to secretaries and law clerks of circuit and  
6    district judges are hereby increased by amounts which reflect  
7    the respective applicable increases provided by title I of this  
8    Act in corresponding rates of compensation for officers and  
9    employees subject to the Classification Act of 1949, as  
10   amended.

11          (c) Section 753 (e) of title 28, United States Code  
12   (relating to the compensation of court reporters for district  
13   courts), is amended by striking out the existing salary  
14   limitation contained therein and inserting a new limitation  
15   which reflects the respective applicable increases provided  
16   by title I of this Act in corresponding rates of compensation  
17   for officers and employees subject to the Classification Act  
18   of 1949, as amended.

19          (d) Section 40a of the Bankruptcy Act (11 U.S.C.  
20   68 (a) ), as amended, relating to the compensation of full-  
21   time and part-time referees in bankruptcy, is amended by  
22   striking out the existing compensation limitations contained  
23   therein and inserting new limitations of “\$22,500” and  
24   “\$11,000”, respectively.



1        SEC. 403. (a) Section 5 of title 28, United States Code,  
2 relating to the salaries of the Chief Justice of the United  
3 States and of the Associate Justices of the Supreme Court  
4 of the United States, is amended by striking out “\$35,500”  
5 and substituting therefor “\$43,000”, and by striking out  
6 “\$35,000” and substituting therefor “\$42,500”.

7        (b) Section 44 (d) of title 28, United States Code,  
8 relating to circuit judges, is amended by striking out  
9 “\$25,500” and substituting therefor “\$33,000”.

10        (c) Section 135 of title 28, United States Code, relating  
11 to district judges, is amended by striking out “\$22,500” and  
12 substituting therefor “\$30,000”, and by striking out “\$23,-  
13 000” and substituting therefor “\$30,500”.

14        (d) Section 173 of title 28, United States Code, re-  
15 lating to judges of the Court of Claims, is amended by  
16 striking out “\$25,500” and substituting therefor “\$33,000”.

17        (e) Section 213 of title 28, United States Code, relat-  
18 ing to judges of the Court of Customs and Patent Appeals,  
19 is amended by striking out “\$25,500” and substituting there-  
20 for “\$33,000”.

21        (f) Section 252 of title 28, United States Code, relating  
22 to judges of the Customs Court, is amended by striking out  
23 “\$22,500” and substituting therefor “\$30,000”.

1       (g) The first paragraph of section 603 of title 28,  
2 United States Code, relating to the compensation of the  
3 Director and the Deputy Director of the Administrative  
4 Office of the United States Courts, is amended to read as  
5 follows:

6       “The Director shall receive a salary of \$28,000 a year.  
7 The Deputy Director shall receive a salary of \$27,000 a  
8 year.”

9       (h) Subsection (b) of section 792 of title 28, United  
10 States Code, relating to the compensation of commissioners  
11 of the Court of Claims, is amended to read as follows:

12       “(b) Each commissioner shall receive basic compensa-  
13 tion at the rate of \$27,000 a year, and also all necessary  
14 traveling expenses and a per diem allowance as provided in  
15 the Travel Expense Act of 1949, as amended, while travel-  
16 ing on official business and away from Washington, District  
17 of Columbia.”

18       (i) Section 7443 (c) of the Internal Revenue Code of  
19 1954 (68A Stat. 879), as amended, relating to judges of  
20 the Tax Court of the United States, is further amended by  
21 striking out “\$22,500” and substituting therefor “\$30,000”.

22       (j) Section 867 (a) (1) of title 10, United States Code,  
23 relating to judges of the Court of Military Appeals, is

1 amended by striking out “\$25,500” and substituting therefor  
2 “\$33,000”.

3 TITLE V—EFFECTIVE DATES

4 SEC. 501. (a) Except to the extent provided in subsec-  
5 tions (b) and (c) of this section, this Act and the increases  
6 in compensation made by this Act shall become effective on  
7 the first day of the first pay period which begins on or after  
8 the date of enactment of this Act.

9 (b) Section 204 of this Act, relating to increases in  
10 compensation for Members of Congress, shall become effec-  
11 tive at noon on January 3, 1965.

12 (c) Notwithstanding any other provision of this Act  
13 (but except as otherwise provided in subsection (b) of this  
14 section) —

15 (1) no rate of compensation which is equal to or in  
16 excess of \$22,000 per annum shall be increased in any  
17 amount, by reason of this Act, until the first day of the  
18 first pay period which begins on or after January 1,  
19 1965; and

20 (2) no rate of compensation which is less than \$22,-  
21 000 per annum shall be increased to an amount per  
22 annum in excess of \$22,000, by reason of this Act, until  
23 the first day of the first pay period which begins on or  
24 after January 1, 1965.





88TH CONGRESS  
2D SESSION

H. R. 11049

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## A BILL

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To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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By Mr. MORRISON

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APRIL 28, 1964

Referred to the Committee on Post Office and Civil  
Service







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued May 1, 1964

For actions of Apr. 30, 1964

88th-2nd; No. 85

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HIGHLIGHTS: House committee voted to report pay bill. House committee reported bill to increase limitation on watershed floodwater detention capacity. Rep. Cooley inserted article commending Public Law 480 program. Sen. Humphrey inserted article commending President's Appalachia proposal. Sen. Ribicoff introduced and discussed bill for regulation of pesticide waste disposal.

## HOUSE

1. WATERSHEDS. The Agriculture Committee reported without amendment H. R. 9938, to amend the Watershed Protection and Flood Prevention Act so as to increase the project limitation on floodwater detention capacity of watersheds from 5,000 acre-feet to 12,500 acre-feet (H. Rept. 1367). p. 9449
2. PERSONNEL; PAY. The Post Office and Civil Service Committee voted to report (but did not actually report) H. R. 11049, the Federal pay raise bill. p. D333  
Rep. Gross criticized the action of the Committee as "highhanded" and stated that no hearings had been held on the new bill. p. 9397
3. FARM CREDIT. The Agriculture Committee reported without amendment H. R. 10604, to amend the Farm Credit Act so as to provide that part of the patronage refunds paid by a bank for cooperatives shall be in money instead of class C stock after the bank becomes subject to Federal income tax (H. Rep. 1368). p. 9449

4. WOOL. Passed as reported H. R. 2652, to provide for the duty-free importation of Karakul wools and certain other coarse wools for use in the manufacture of pressed felt for polishing plate and mirror glass. pp. 9401-2
5. TOBACCO. Passed as reported H. R. 8268, to prohibit double taxation in the case of tobacco products and cigarette papers exported and returned unchanged to the U. S. for delivery to a manufacturer's bonded factory. pp. 9405-6
6. PARTICLEBOARD; FOREIGN TRADE. Passed as reported H. R. 8975, to provide for the tariff classification of certain particleboard which does not conform to standard sizes. pp. 9406-7
7. COFFEE. Rep. Matsunaga objected to consideration of H. R. 4198, to provide for the free importation of soluble or instant coffee which contains no admixture of sugar, cereal, or other additive. p. 9410
8. MARKETING; FOREIGN TRADE. Rep. Lindsay objected to consideration of S. Con. Res. 19, to provide for the designation of "bourbon whiskey" as a distinctive product of the U. S. pp. 9408-10
9. APPROPRIATIONS; CLAIMS. Received from the President supplemental appropriation estimates for the payment of certain claims and judgments (H. Doc. 300). p. 9449
10. PUBLIC LAW 480. Rep. Cooley inserted an article commending the Public Law 480 program, "U. S. Food Surplus Bolsters Dollar." pp. 9412-3
11. PESTICIDES. Rep. Fogarty expressed concern over the possible harmful effects on health of "air and water pollution, pesticides, radiation, industrial chemicals and the like in our increasingly urbanized, industrailized society." p. 9412
12. FOREIGN AID. Rep. Patman inserted his statement in support of legislation to authorize an increase in the resources of the International Development Association. pp. 9444-5
13. ELECTRIFICATION. Rep. Fulton inserted two editorials commending the efforts of Rep. Evins in the development of the Tennessee Valley Authority. p. 9448
14. LEGISLATIVE PROGRAM. Rep. Albert announced the legislative program as follows: Mon., Consent Calendar; Tues., Private Calendar; Wed., State-Commerce-Justice appropriation bill; and Thurs., appropriation authorizations for the Atomic Energy Commission. p. 9395
15. ADJOURNED until Mon., May 4. p. 9449

SENATE

16. CIVIL RIGHTS. Continued debate on H. R. 7152, the civil rights bill. pp. 9344-46, 9349-61, 9366-9394
17. TOBACCO; HEALTH. Sen. Long (La.) was added as a cosponsor of S. J. Res. 173, to authorize printing of a publication, "Smoking and Health." p. 9320  
Sen. Smathers spoke in support of a code of advertising ethics issued by the tobacco industry and inserted an article discussing the code. pp. 9384-5







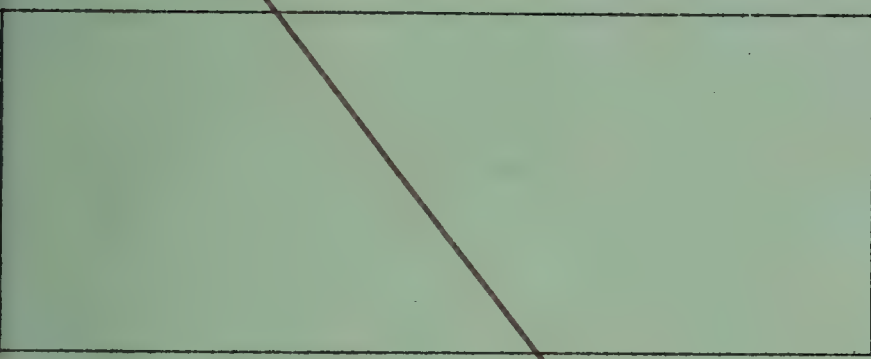
# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
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or cited)

Issued May 12, 1964  
For actions of May 11, 1964  
88th-2nd; No. 93



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HIGHLIGHTS: House committee voted to report bill to establish National Food Marketing Commission. House passed deficiency appropriation bill. House committee reported pay bill. Sen. Williams, Del., inserted item critical of CEA refusal to submit information on salad oil investigation. Sen. Mansfield introduced and discussed bill to provide preservation of farmer's wheat history.

## HOUSE

1. AGRICULTURAL APPROPRIATION BILL, 1965. Attached to this Digest is a copy of the committee report on this bill, H. R. 11202, at the end of which is included a summary table reflecting committee action on the bill. The bill was reported on May 8 during adjournment. p. 10128
2. FOOD MARKETING COMMISSION. The Agriculture Committee voted to report (but did not actually report) with amendment H. J. Res. 977, to establish a National Commission on Food Marketing to study the food industry from the farm to the consumer. p. D364
3. DEFICIENCY APPROPRIATION BILL, 1964. Passed with amendment this bill, H. R. 11201. See Digest 92 for items of interest to this Department. pp. 10111-6, A2403



4. PAY. The Post Office and Civil Service Committee reported without amendment H. R. 11049, the Federal pay bill (H. Rept. 1388). p. 10128  
Rep. Olsen (Mont.) mentioned the changes between the newly reported bill and H. R. 8986, which was previously defeated by the House. p. 10109
5. POVERTY. Rep. Kilburn inserted a letter from a farmer in Canton, N. Y., criticizing the poverty program.  
Rep. Forman stated that the way to end this country's poverty problem is through "the kind of job created solely by personal enterprise" and "in less burdensome government which will permit a higher rate of growth." p. 10110
6. RESEARCH; PERSONNEL. Both Houses received from Interior a proposed bill "to authorize the Secretary of the Interior to employ aliens in a scientific or technical capacity"; to Interior and Insular Affairs Committees. pp. 10128, 10131

SENATE

7. FOOD MARKETING. Sen. McGee inserted and commended an editorial supporting enactment of legislation to establish a commission to study the marketing structure of the food industry. p. 10166
8. FATS AND OILS; CEA. Sen. Williams, Del., inserted an article stating that a N. Y. State investigation of the DeAngelis salad oil case appears temporarily blocked because a "Federal agency refuses to disclose information sought by the New York attorney general," and quoting from a letter from the CEA Administrator stating that "In view of the restrictive provisions of the Commodity Exchange Act, it is essential that every possible action be taken to prevent the disclosure of confidential information either by this department or by any board of trade to which this department has furnished such information." p. 10152
9. POVERTY. Sen. Long, Mo., inserted and commended an editorial supporting the President's proposed poverty program. p. 10196
10. CIVIL RIGHTS. Continued debate on H. R. 7152, the civil rights bill. pp. 10163-10173-95, 10227-45.
11. EXTENSION SERVICE. Received from this Department a proposed bill to provide for recognition of 50 years of cooperative extension service work with the people of the United States; to Agriculture and Forestry Committee. p. 10130
12. TRANSPORTATION. Senators Bartlett, Beall, Hartke, McGee, Randolph, Scott and Smathers were added as cosponsors of S. 2796, to provide for strengthening and improving the national transportation system. p. 10138
13. WILDERNESS. Sen. Anderson inserted an editorial and statement paying tribute to Howard Zahniser, executive director and editor of the Wilderness Society. p. 10138
14. FOREIGN AID. Sen. Aiken inserted and commended the President's speech to the Alliance for Progress Ambassadors pledging additional aid to Latin American countries, including agricultural aid. pp. 10243-4

## MODERNIZATION OF FEDERAL SALARY SYSTEMS

---

MAY 11, 1964.—Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

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Mr. OLSEN of Montana, from the Committee on Post Office and Civil Service, submitted the following

### REPORT

together with

### MINORITY VIEWS

[To accompany H.R. 11049]

The Committee on Post Office and Civil Service, to whom was referred the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, having considered the same, report favorably thereon without amendment and recommend that the bill do pass.

### PURPOSES

The purposes and principles of this legislation are identical to those of the earlier committee bill, H.R. 8986, as set forth in House Report 899 accompanying that bill. They are (1) to comply partially with the mandate, laid down by the Congress in Public Law 87-793, that postal and other Federal career employees shall be paid salaries comparable to salaries paid workers in private enterprise for comparable levels of responsibility, skill, and performance, and (2) to partially remedy the serious inadequacies in the Federal executive, congressional, and judicial salary structure.

### PRESIDENT STRONGLY SUPPORTS

The President of the United States strongly supports this legislation which, in his own words, "reaches into the very essence of urgency if this Government means to retain excellence and quality." The President has designated it one of the five measures to which he attaches the highest legislative priority for the 2d session of the 88th Congress. His letter to the Speaker of the House of Representatives, urging that the House reconsider and approve Federal salary legislation, follows:



MARCH 17, 1964.

Hon. JOHN W. McCORMACK,  
*Speaker of the House of Representatives,*  
*Washington, D.C.*

DEAR MR. SPEAKER: I urge the House to reconsider and approve legislation to increase pay levels of Government employees. If the pay raise is not enacted, it will—

Deprive 2 million Federal workers of fair and reasonable pay adjustments.

Make it difficult to recruit and retain topflight men and women.

Impair my efforts to achieve true economy in government. Specifically, failure to take this action will—

Undercut the principle and the promise of comparable pay—Federal career pay scales comparable to those in private enterprise—adopted by the Congress just a year and a half ago in the historic Federal Salary Reform Act of 1962.

Thwart our efforts to strengthen professional and technical leadership and step up the productivity of Federal workers. Competence is the keystone of that program. Fair salaries are vital to attract and hold competent people.

Make it harder than ever to recruit and hold the outstanding people we need for our top policy jobs. They already earn less—often far less—than they did earn, or could earn, in private jobs. This salary gap has been growing. The proposed bill will not close it. But it will reverse a dangerous trend.

Jeopardize increases in military pay which I have recommended to keep Armed Forces pay generally in line with nonmilitary salaries.

Renew pressures for the old approach of flat percentage increases for postal and other career workers. Such increases destroy a fair and rational pay system.

Every cent for these increases is already included in my budget for fiscal year 1965—the smallest budget, in proportion to our national output, since 1951.

Congress and the country surely support my determined drive for economy in Government. To make that policy work, I need first-class managers—who can tighten organizations, simplify procedures, trim waste, and inspire maximum effort. It is false economy to offer salaries that will attract the mediocre but repel the talented. Business, foundations, universities, State and local governments are all learning that lesson—or already have.

If Congressmen feel they should postpone increasing their salaries until next year, even though they are most deserving of an increase in pay, there is no reason to postpone equitable and just action for others who serve the Government and the Nation.

I need your help in my program to get a dollar's worth of value for every dollar's worth of pay—and the dollars paid to attract brains and ability to the Federal service will come back to the American people many times over in more economical and effective government.

I am sending a copy of this letter to the Honorable Carl Hayden, President pro tempore of the Senate.

Sincerely,

LYNDON B. JOHNSON.



## SUMMARY COMPARISON OF H.R. 11049 AND H.R. 8986

This legislation changes certain of the salary rates and related provisions of H.R. 8986 in order to present a bill which will be acceptable in its entirety to the House of Representatives in the light of action taken by the House in its consideration of H.R. 8986.

The major differences between this legislation and H.R. 8986 are as follows:

(1) Salary increases for Members of Congress, Federal judges, and Cabinet and immediate sub-Cabinet officers are reduced from \$10,000 to \$7,500 and will be effective in January of 1965, instead of retroactive to January of 1964.

(2) Salary increases for postal and other career employees will be effective the first day of the first pay period beginning on or after the date of enactment, instead of retroactive to January of 1964, but no salary will be increased to more than \$22,000 until the first pay period beginning on or after January 1, 1965.

(3) The special salary rates for certain officers of the House of Representatives provided by H.R. 8986 are eliminated and, instead, increases for these officers will be more nearly equated to the increases for classified employees generally (that is, in the same manner as the increases for legislative employees generally).

(4) District of Columbia Commissioners and judges, the Superintendent and Deputy Superintendent of Schools, the Police Chief, and the Fire Chief will receive increases approved by the Committee on the District of Columbia, which has requested the inclusion of these offices and positions in this bill.

(5) Fractions of a cent resulting from payroll calculations are eliminated, at a savings of \$20 million annually.

(6) The rates of compensation of the members of most boards and commissions, including members of the regulatory boards and commissions, are specifically fixed in this bill instead of being subject to the salary-fixing authority of the President.

A comparative schedule showing the present salary rates and the rates provided by this legislation and by H.R. 8986 for Members of Congress, judges, and executives is set forth on page 11 of this report.

## STATEMENT

Enactment of this legislation is imperative if the Congress is to abide by its obligation, resulting from the enactment of Public Law 87-793, to provide salaries for postal and other Federal employees which generally are comparable to salaries paid workers in private enterprise with substantially equal levels of responsibility. H.R. 11049 will fulfill that obligation and, in addition, establish reasonable, just, and meaningful relationships between postal and other career salary levels and the rates of compensation for positions of the highest executive, legislative, and judicial responsibility. The salaries attached to such legislative, executive, and judicial positions also are properly related in level as among all three branches of our Government.

## THE COMPARABILITY PRINCIPLE

Public Law 87-793 constitutes a mandate not only for the establishment but also for the implementation and continuance on a per-

manent basis of the principle that Federal employees' salaries shall be comparable to the salaries paid workers in private enterprise who have substantially equal levels of responsibility. Title I of this legislation provides the first of the "comparability" salary increases for postal and other career Federal employees contemplated by Public Law 87-793.

#### ECONOMY THROUGH COMPARABILITY

Experience clearly demonstrates that application of the principle of comparability is the key to major economies in Federal payroll costs now and in the future. Without comparability, during the 1945-60 period a "meat ax" approach to Federal salaries resulted in seven across-the-board increases which averaged out annually to 4.1 percent for classified employees and 4.9 percent for postal employees. Bureau of Labor Statistics salary surveys disclose that an average increase of only about 3 percent a year is needed to keep Federal career salaries comparable to those in private enterprise. Based on the record of this experience, the comparability principle, if implemented as provided for in this legislation, may reasonably be expected to reduce the average annual cost to the taxpayers for future Federal salary adjustments by 1½ percent, or \$175 million.

#### COVERAGE AND EFFECT OF TITLE I

Title I of this legislation provides salary rates reasonably comparable to those for substantially equal responsibilities in private enterprise for employees subject to (1) the Classification Act of 1949, (2) the postal field service compensation provisions of title 39, United States Code, (3) the salary schedules of the Foreign Service Act of 1946, and (4) section 4107 of title 38, United States Code, relating to positions in the Department of Medicine and Surgery of the Veterans' Administration. Such comparable rates also are provided for employees of the Agricultural Stabilization and Conservation county committees. This coverage is identical to that of title I of H.R. 8986, as amended and approved by voice vote in the House.

Three substantive changes—all improvements—have been made in this title of H.R. 11049. One authorizes the Postmaster General, in certain cases where a postal employee who is senior in total postal service to another postal employee who is receiving a higher salary, to advance the senior employee in salary. Another corrects the present excessive gap between the top salary steps of PFS levels 6 and 8 by adding a new salary step 11 in PFS level 7. The third eliminates all fractions of a cent in the results of payroll calculations—a saving of \$20 million compared to the cost of H.R. 8986.

A list of the personnel covered under, and a statement of the comparative costs of, this legislation and H.R. 8986 (as reported) are set forth on page 10 of this report.

#### POSTMASTERS' SALARY REFORM

Title I of this legislation retains the postmasters' salary reform provisions of H.R. 8986. Annual salaries of postmasters of fourth-class offices will be fixed in proportion to the annual salaries of other



postal employees whose positions are in PFS salary level 5, adjusted in relation to the proportion of full-time service by each such postmaster as determined by the requirements of his office. The use of post office receipts as the major element in determining salaries of postmasters is revised by the authorization of a new, realistic, and effective system based upon "revenue units" for evaluating classes of post offices and fixing salaries of postmasters.

A "revenue unit" is the product of dividing the aggregate revenues of the postal establishment by the aggregate number of transactions for a fiscal year. Thus, 1962 fiscal year revenue of \$3.5 billion divided by the 66 billion-plus transactions for that year results in a \$52.29 revenue unit per 1,000 transactions. If the \$2.5 billion in revenue received in 1958 is divided by the 60 billion-plus transactions, the result is a \$42.16 revenue unit per 1,000 transactions.

The postal receipts standard of measure now used for determining classes of post offices and salary levels of postmasters was established prior to the 1958 increase in postal rates. Using the 1958 revenue unit of \$42.16, a first-class post office in the \$40,000 receipt category under the old system would be converted to a 950-revenue-unit basis (\$40,000 divided by \$42.16). The standards under the receipts category are converted to the 1958 revenue units and such revenue units are used by this legislation as the basis for determining the classes of post offices and the salary levels of the postmasters.

The revenue unit will be used instead of dollars of receipts as a firm base guide for measuring differences in activities of post offices. Gross receipts from individual post offices will no longer have to be adjusted to discount for unearned increases in revenue. Instead, the revenue unit determined as above (on a national average) will be announced each year by the Postmaster General and individual offices then can measure their total revenue against such announcement. The breakpoints between the four classes of post offices will be reconstructed, and the salary levels of postmasters will be determined, by using the revenue unit approach in lieu of the present dollar receipts factor.

The new revenue unit system will eliminate a tremendous number of computations that now have to be made to determine the proper mix of mail and the correct discount rate for dollar receipts. Published records of receipts and classes of offices will give a true picture to the public of the earnings and the volume of postal business in all post offices.

#### MINIMUM AND MAXIMUM CAREER SALARY RATE INCREASES

Title I of the bill guarantees a minimum 3-percent salary increase for the postal and other career Federal employees in the lower levels and grades. The maximum dollar increase will be \$4,500 in the highest grades and levels. Each of the 375,000 postal letter carriers and clerks will receive minimum raises of approximately \$325 each, with similar increases to employees in other services who are in related grades or levels. In conformity with the policy of the Congress in other recent Federal employees' salary legislation, Agricultural Stabilization and Conservation county committee employees will receive salary increases equal to those granted Classification Act employees in comparable grades and levels of responsibility.



Titles II, III, and IV of the bill provide increases in the statutory salary levels for 535 Members of Congress and the Resident Commissioner from Puerto Rico; less than 400 Cabinet and sub-Cabinet officers; 486 Federal judges; the Commissioners of the Court of Claims; 11 officials in the legislative branch; and 2 officials in the judicial branch. Titles II and IV also include salary adjustments for legislative and judicial employees, respectively, which are comparable to the increases provided by title I for Classification Act employees.

Further review of the Federal executive salary structure disclosed the necessity for placing certain positions in different levels than provided for in H.R. 8986. Corrections have been made in this bill—H.R. 11049. The Chairman of the Atomic Energy Commission, the Chairman of the Council of Economic Advisers, and the Director, Office of Science and Technology, have been placed in level II of the Federal Executive Salary Schedule in order to maintain a proper internal alinement among all executive positions. Similarly, the Chairman of the Railroad Retirement Board, the Chairman of the National Mediation Board, the Director of the National Science Foundation, the President of the Export-Import Bank, the Deputy Administrator of the Housing and Home Finance Agency, the members of the Atomic Energy Commission, the members of the Board of Governors of the Federal Reserve System, the members of the Council of Economic Advisers, and the Director of the Peace Corps have been placed in executive salary level III. The usual policy of the Congress—that members of the various boards and commissions shall have salary rates one level below the rates for the chairmen or presidents of such boards and commissions, as the case may be—also is embodied in H.R. 11049.

A comparison of salary rates provided for Federal executives, judges, and Members of Congress at present, by H.R. 8986 and by H.R. 11049, is set forth on page 11 of this report.

As noted above, the \$7,500 increases for Members of Congress and for certain judges and top executives are \$2,500 lower than those provided in the earlier committee bill, H.R. 8986. The salary increases for the other subsidiary executive, legislative, and judicial positions also are reduced below those in the earlier bill in order to maintain appropriate internal alinement between such salaries and the salaries of the Members, judges, and top executives.

Fewer than 1,500 positions are covered by the salary provisions for Members of Congress and Federal judges and executives, at an aggregate cost of only \$12 million—slightly over 2 percent of the total cost of the bill. The proposed salary increases for these highly responsible offices are the key to a sound, rational, and effective Federal salary system. Without the long-overdue salary modernization provided for in this bill, management in the Government will be at a severe disadvantage in responding to the critical requirements of our national defense and other major public programs.

The reliance of postal and other career Federal employees on the Congress for fair salary treatment depends heavily, in the final analysis, on the levels of executive, judicial, and congressional salaries. A policy of "too little and too late" in top level salaries has an automatic chain reaction to effect the same downward trend throughout all postal and other career employee salary levels.

Now is the time to place on the legislative record a matter long tacitly admitted—that inability or unwillingness to set fair and sensible congressional salary rates “downgrades” the stature of the Congress, seriously encroaches on the rights and the welfare of career employees, impairs efficient conduct of the public business, and erects an indefensible impediment to efficient management, superior executive and policy leadership, and fair treatment of employees.

The justification and the absolute requirement, in the public interest, for substantial increases in the compensation of Federal executives, judges, and Members of Congress is spelled out conclusively in House Report 899, accompanying H.R. 8986. The importance and validity of these increases are reaffirmed below in this report.

The executive positions covered by this bill are the highest appointive offices within the public domain. Those who hold them are the President’s closest advisers and share with him the duty of guiding our national destiny. The peace and the prosperity—the welfare and the existence—of the United States well may turn upon the caliber, the ability, the skill, and the wisdom of those who hold such high posts.

The Congress of the United States has the ultimate measure of responsibility for direction of the largest, most complex, and most demanding business ever known—the governmental affairs of 192 million Americans. Members of Congress, as the elected representatives of the people, make up the only forum in which the voice of the people can be applied directly in these affairs. Each Member is charged by the electorate which relies on him with a full share of responsibility in decisions of the greatest import which may advance or endanger the welfare and the safety of the Nation. No other office or position outside the Federal Government has equal requirements of public accountability and responsibility.

Federal judges must rule upon matters spanning the whole spectrum of statutory enactments, judicial precedents, and executive and administrative performance. Our system of government has imposed on them, in measures directly related to their levels, the duty to interpret wisely and apply the Constitution, the Bill of Rights, the Federal Statutes, and, to an appreciably large extent, laws of the several States. The protection of individual rights and liberties, the settlement of judicable differences between States, the enforcement of laws and authorized executive actions, the prevention of injustice or abuse under the laws, and the maintenance of our system of checks and balances rest in no small measure in their hands.

#### TOP FEDERAL PAY LAGS

A Federal-private enterprise executive salary comparison borders on the absurd. A recent sampling of 1,157 private enterprise manufacturing corporations disclosed a median salary figure of \$91,000 for the highest paid officer. But setting that aside, Federal executive, congressional, and judicial salaries have been permitted to fall far below even those paid in many State and municipal governments. A Federal Cabinet officer, heading one of the 10 great departments that are so vital to national safety and welfare, now receives \$25,000 a year. In 1963 the State of California alone had 135 governmental



positions which pay more than \$25,000 a year. Pennsylvania had 165, Illinois had 92, and New York had 432. The Governor of New York receives \$50,000 plus the use of an executive mansion. The mayor of New York City receives \$50,000. Los Angeles pays the general manager of its water and power departments over \$40,000. Florida paid the director of a trade exposition \$50,000, and the general manager of the Boston Transit Authority receives \$40,000.

In the field of education—so long the subject of concern at the dearth of good teachers and educators due to low salaries—we find 81 college presidents being paid more than \$25,000, and the salary of the superintendent of Chicago schools is \$48,500. The principal full-time officers of 17 charitable foundations receive over \$35,000. A member of the Board of Governors of the Federal Reserve System has a salary set at \$20,000 (the same as the top Government career salary) while 79 officers in the various Federal Reserve banks are paid more than the members of the Board which supervises their operations.

While the foregoing comparisons, and many others of similar import that are available, may not be controlling, they are certainly challenging—and, in the judgment of the committee, conclusive as to the dangerous inadequacies of Federal salaries in the highest places. Major reformation is urgently needed, and will be provided in H.R. 11049, to attract and keep in key Government posts the best brains and skills that our democratic system can develop.

#### FULL "COMPARABILITY" NOT PROPOSED FOR EXECUTIVES, MEMBERS OF CONGRESS, AND JUDGES

The committee recognizes, however, that full salary comparability of high Government offices with positions in private enterprise is not practicable or even desirable and, hence, does not recommend this. It would be unwholesome if compensation in the Government were at such levels that men sought appointments as a matter of personal financial advancement. There must be, and fortunately are, outstanding citizens of ability and dedication who will accept public office and its many demands from a sense of dedication to the public service and high ideals, putting aside their personal interests and sacrificing material things for the privilege.

But it is economically and morally insupportable to maintain the compensation of the most important and critical Government offices at such a low level that only the rich can be persuaded to accept them. Moreover, it is grossly unfair and improvident—a false economy—to subject capable and patriotic appointed or elected officials of limited means to drastic sacrifices due to austerity levels of compensation.

#### CLASSIFICATION ACT GRADE INFLATION

The implementation by this legislation of the principle of comparability established by the Federal Salary Reform Act of 1962, Public Law 87-793, is intended by the committee to bring to an end the unjustified inflationary trend in the grade structure of positions under the Classification Act of 1949.

The Manpower Utilization Subcommittee of the House Post Office and Civil Service Committee for the past several years has been



reviewing the inflationary trends in the grade structure of positions under the Classification Act of 1949. In November of 1958 the subcommittee surveys demonstrated, as shown in House Report 2706, 85th Congress (approved unanimously by the committee), that the entire grade structure had been revised upward by administrative actions. It was estimated that this upward revision had resulted in an increase in the Federal payroll of approximately \$1.25 billion annually.

The inflationary trend has not abated. The average grade of positions under the Classification Act was GS-6.4 in 1958, as compared to an average grade of GS-7.2 in 1963. In 1955, 33.3 percent of all employees under the Classification Act were in the three lowest grades—that is, GS-1, 2, and 3. Today, only 16.5 percent are in the three lowest grades.

The reverse has taken place in the top Classification Act grades. In 1955, there were 3,615 employees in grades GS-13 and above, or only 4.2 percent of all employees subject to the act. On June 30, 1963, there were 100,046 in these top grades, representing almost 10 percent of all employees subject to the act.

On several occasions the committee has raised this issue of inflated grade structure with officials of the executive branch. Many reasons or excuses have been advanced for the upward grade spiral, such as increased use of engineers and scientists, automation, more complex operations in practically every phase of Government activity—particularly in the space and research and development fields—and new functions to be administered in the technical fields. Also, it has been contended that job inflation was used as a means to offset inadequate rates of compensation in order to overcome the inability to recruit for the highly sophisticated scientific and research positions. There also is a question of whether the upward spiral represents the end result of inadequate personnel administration.

The committee recognizes that the greater skills required today, more than ever before, in many of the Government scientific and space programs naturally tend to require that positions demanding such skills be in the higher grades. Consequently, this, of itself, would tend to produce an upward trend in the grade structure. However, since the Federal Salary Reform Act of 1962 established, as a congressional policy, the principles of comparability of pay which are reaffirmed by H.R. 11049, there no longer remains any justification for the continuation of the inflationary trend of upgrading of positions under the Classification Act. This should not be interpreted as prohibiting in any way the necessary and proper reclassification of positions in accordance with the standards and principles set forth in the Classification Act of 1949. But unnecessary and unjustified inflation of the grades of positions cannot be excused or tolerated.

The committee is pleased, in this connection, to note the increased interest of the Bureau of the Budget and the U.S. Civil Service Commission in this administrative area. The Deputy Director of the Bureau of the Budget and the Chairman of the Civil Service Commission jointly reported to the Manpower Utilization Subcommittee of this committee on April 13, 1964, that a more strict control would be exercised in the future over grade reclassification. A statement proposing a number of specific controls has been sent to the departments and agencies.

The committee believes that the necessary tools of personnel management, in terms of adequate salaries, have now been provided by the Federal Salary Reform Act of 1962 and by this bill, the Government Employees Salary Reform Act of 1964. It is expected that the principles of position classification and reclassification set forth in the Classification Act of 1949 will be strictly adhered to. The committee considers this a reaffirmation of congressional policy and, therefore, insists that management respect the grade structures which have been approved for particular positions. The committee will also expect the U.S. Civil Service Commission to exercise great care in the review and development of grade standards under the Classification Act.

The House Post Office and Civil Service Committee, operating through the Subcommittee on Manpower Utilization, will continue to review and scrutinize in detail the trends in the grade structure of positions under the Classification Act of 1949.

## COST

## ANNUAL COST COMPARISONS (1963 EMPLOYMENT)

| Coverage                                           | Number of employees | H.R. 8986       | H.R. 11049      |
|----------------------------------------------------|---------------------|-----------------|-----------------|
| <b>Title I—Federal Employees Salary Act:</b>       |                     | <i>Millions</i> | <i>Millions</i> |
| Classification Act.....                            | 1,083,633           | \$337.2         | \$317.2         |
| Postal field service.....                          | 585,496             | 282.4           | 228.1           |
| Veterans' Administration Medicine and Surgery..... | 20,597              | 9.8             | 9.8             |
| Foreign Service.....                               | 15,588              | 11.5            | 11.4            |
| Agricultural county committee employees.....       | 7,643               | 2.9             | 2.9             |
|                                                    |                     |                 | 569.4           |
|                                                    |                     |                 | 1(-57.0)        |
| <b>Total.....</b>                                  | <b>1,712,957</b>    | <b>643.8</b>    | <b>512.4</b>    |
| <b>Title II—Legislative Salary Act:</b>            |                     |                 |                 |
| Legislative officers and employees.....            | 7,643               | 5.6             | 5.5             |
| Members.....                                       | 536                 | 5.4             | 4.1             |
| <b>Total.....</b>                                  | <b>8,179</b>        | <b>11.0</b>     | <b>9.6</b>      |
| <b>Title III—Executive Salary Act:</b>             |                     |                 |                 |
| Federal executives.....                            | 377                 | 4.2             | 2.8             |
| District of Columbia officials.....                | 30                  |                 | .2              |
| <b>Total.....</b>                                  | <b>407</b>          | <b>4.2</b>      | <b>3.0</b>      |
| <b>Title IV—Judicial Salary Act:</b>               |                     |                 |                 |
| Judicial officers and employees.....               | 5,769               | 3.4             | 3.3             |
| Judges.....                                        | 486                 | 6.1             | 4.9             |
| <b>Total.....</b>                                  | <b>6,255</b>        | <b>9.5</b>      | <b>8.2</b>      |
| <b>Total.....</b>                                  | <b>1,727,798</b>    | <b>668.5</b>    | <b>533.2</b>    |

<sup>1</sup> Sec. 124 writes into the bill an absolute mandate that the departments and agencies shall absorb 10 percent of the increased cost from their 1965 budgets as submitted by the President, coupled with a prohibition against the submission of any additional or supplemental request for funds to cover any part of the pay raise. The savings will be approximately \$57,000,000. Moreover, this congressional mandate will immeasurably strengthen the hands of the Bureau of the Budget and top management in keeping all departments' and agencies' pay raise costs within the President's budget figure.

The President's budget for fiscal year 1965 contains an allowance of \$544,000,000 for civilian pay comparability—of which \$514,700,000 (compared to the aggregate of \$515,200,000 in the above table) was for the executive branch.



## SALARY COMPARISON.—EXECUTIVE, LEGISLATIVE, AND JUDICIAL

|                                                                                          | Present rate    | H.R. 8986<br>(House con-<br>sidered) | H.R. 11049      |
|------------------------------------------------------------------------------------------|-----------------|--------------------------------------|-----------------|
| <b>Executive:</b>                                                                        |                 |                                      |                 |
| Vice President.....                                                                      | \$35,000        | \$45,000                             | \$43,000        |
| Level I: Cabinet.....                                                                    | 25,000          | 35,000                               | 32,500          |
| Level II: Immediate sub-Cabinet.....                                                     | 22,500          | 32,500                               | 30,000          |
| Level III: Deputy and Under Secretaries, Chairman<br>of Boards and Commissions, etc..... | 21,000          | 30,500                               | 29,000          |
| Level IV: Assistant Secretaries, etc. <sup>1</sup> .....                                 | 22,000          | 29,500                               | 28,000          |
| Level V: Heads of principal services, etc. <sup>1</sup> .....                            | down            | 28,000                               | 27,000          |
| Level VI: Heads and board members of smaller agen-<br>cies, etc. <sup>1</sup> .....      | to<br>19,000    | 26,500                               | 26,000          |
| <b>Legislative:</b>                                                                      |                 |                                      |                 |
| The Speaker.....                                                                         | 35,000          | 45,000                               | 43,000          |
| Members of Congress.....                                                                 | 22,500          | 32,500                               | 30,000          |
| Comptroller General of United States.....                                                | 22,500          | 32,500                               | 30,000          |
| Assistant Comptroller General.....                                                       | 20,500          | 30,500                               | 29,000          |
| Librarian of Congress.....                                                               | 20,000          | 29,500                               | 28,000          |
| The Public Printer.....                                                                  | 20,000          | 29,500                               | 28,000          |
| Architect of the Capitol.....                                                            | 20,700          | 29,500                               | 28,000          |
| General Counsel, GAO.....                                                                | 20,000          | 29,500                               | 28,000          |
| Deputy Librarian of Congress.....                                                        | 18,500          | 28,000                               | 27,000          |
| Deputy Public Printer.....                                                               | 18,500          | 28,000                               | 27,000          |
| Assistant Architect of the Capitol.....                                                  | 19,000          | 28,000                               | 27,000          |
| Second Assistant Architect of the Capitol.....                                           | 17,500          | 26,500                               | 26,000          |
| Chaplain.....                                                                            | 9,422           | 12,500                               | 12,500          |
| <b>Judicial:</b>                                                                         |                 |                                      |                 |
| Supreme Court:                                                                           |                 |                                      |                 |
| Chief Justice.....                                                                       | 35,500          | 45,500                               | 43,000          |
| Associate Justices.....                                                                  | 35,000          | 45,000                               | 42,500          |
| Circuit Courts.....                                                                      | 25,500          | 35,500                               | 33,000          |
| Court of Claims.....                                                                     | 25,500          | 35,500                               | 33,000          |
| Court of Customs and Patent Appeals.....                                                 | 25,500          | 35,500                               | 33,000          |
| Court of Military Appeals.....                                                           | 25,500          | 35,500                               | 33,000          |
| District court (chief judge, \$500 more).....                                            | 22,500          | 32,500                               | 30,000          |
| Customs Court.....                                                                       | 22,500          | 32,500                               | 30,000          |
| Tax Court.....                                                                           | 22,500          | 32,500                               | 30,000          |
| Director, Administrative Office of the U.S. Courts.....                                  | 20,000          | 29,500                               | 28,000          |
| Deputy Director, Administrative Office of the U.S.<br>Courts.....                        | 20,000          | 28,000                               | 27,000          |
| Commissioners, Court of Claims.....                                                      | 19,000          | 28,000                               | 27,000          |
| <b>District of Columbia officials:</b>                                                   |                 |                                      |                 |
| Commissioners (President, \$500 more).....                                               | 19,000          | 29,000                               | 26,500          |
| Court of appeals (chief judge, \$500 more).....                                          | 18,500          | ( <sup>2</sup> )                     | 25,500          |
| Court of general sessions (chief judge, \$500 more).....                                 | 17,500          | ( <sup>2</sup> )                     | 24,500          |
| Tax Court.....                                                                           | 17,500          | ( <sup>2</sup> )                     | 24,500          |
| Superintendent of Schools.....                                                           | 19,000          | ( <sup>2</sup> )                     | 26,000          |
| Deputy Superintendent of Schools.....                                                    | 16,500          | ( <sup>2</sup> )                     | 22,000          |
| Police and Fire Chiefs.....                                                              | \$17,000-19,000 | ( <sup>2</sup> )                     | \$21,000-23,500 |

<sup>1</sup> The President will place positions in levels IV, V, and VI in accordance with standards set forth in the bill. For example, Assistant Secretaries of executive departments are expected to be placed in level IV.

<sup>2</sup> Not included.



## EXPLANATION OF THE BILL BY SECTIONS

The first section of the bill provides a short title for the entire proposed new salary reform law—the “Government Employees Salary Reform Act of 1964.”

## TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS

## SHORT TITLE

Section 101 provides a short title for title I—the “Federal Employees Salary Act of 1964.”

## CLASSIFICATION ACT EMPLOYEES

Section 102 amends the Classification Act of 1949 to provide a new compensation schedule for the general schedule. Also, the section provides rules for conversion to the new schedule.

*Pay schedule.*—Subsection (a) amends section 603(b) of the Classification Act of 1949, to provide a new compensation schedule for the general schedule. The new schedule increases the number of within-grade rates to 10 for grades GS-11 through GS-15, and to 9 within-grade rates for GS-16. The new schedule will replace schedule II, which went into effect on the first day of the first pay period which began on or after January 1, 1964. Schedule I was superseded on such date. The maximum rate of the Classification Act of 1949 is increased to \$24,500.

*Conversion rules.*—Subsection (b) sets forth rules for the initial adjustment of the rates of basic compensation of officers and employees to the new rates of basic compensation.

Paragraph (1) provides that if the officer or employee is receiving basic compensation immediately prior to the effective date of the new schedule at one of the rates of a grade of the general schedule of the Classification Act of 1949, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

Paragraph (2) provides that each officer or employee who is receiving basic compensation immediately prior to the effective date of the new schedule at a rate between two rates of a grade shall receive a new rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

Paragraph (3) applies to each officer or employee who is receiving basic compensation immediately prior to the effective date at a rate in excess of the maximum rate for his grade. Such employee shall receive the rate of the new compensation schedule prescribed for employees at the maximum scheduled rate for his grade or, if such rate is less than his existing rate, the employee shall continue to receive his existing rate of basic compensation.

Paragraph (4) applies to each officer or employee who is receiving immediately prior to the effective date of section 102, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation, determined under section 208(b) of the act of September 1, 1954 (68 Stat. 1111; Public Law 763, 83d Cong.), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, by section 2 of the Federal Employees Salary Increase

Act of 1958, by section 112 of the Federal Employees Salary Increase Act of 1960, and by section 602 of the Federal Salary Reform Act of 1962. Such officer or employee will receive an aggregate rate of compensation equal to the sum of (1) his existing aggregate rate of compensation determined under the savings provisions of section 208(b) of the act of September 1, 1954, referred to above, and (2) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, and (3) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, and (4) the amount of the increase provided by section 112 of the Federal Employees Salary Increase Act of 1960, and (5) the amount of the increase in schedule I and schedule II provided by section 602 of the Federal Salary Reform Act of 1962, and (6) the amount of increase made by this bill in the maximum rate of his grade. This rate will remain in effect for such officer or employee until he leaves his position or until he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this bill or any other law. However, when the position becomes vacant, the aggregate rate of compensation of any later appointee thereto will be fixed in accordance with applicable provisions of law. Paragraph (4) also contains a provision to the effect that, subject to the possibility that any such officer or employee may leave his position or may become entitled to aggregate compensation at a higher rate, the amount of the increase provided by section 102 is to be held and considered, for the savings purposes of section 208(b) of the act of September 1, 1954, to constitute a part of the existing aggregate rate of compensation of the officer or employee.

Paragraph (5) applies to each officer or employee who is in a position in grade 16 or 17 of the general schedule of the Classification Act of 1949, to which he was promoted on or after the first day of the first pay period beginning on or after January 1, 1964. Such officer or employee, if he holds such position or an equivalent position (that is, another position in the same grade) as of the effective date of section 102, shall have his rate of basic compensation adjusted to the rate to which he would have been entitled if the new compensation schedule had been in effect on the date of his promotion.

Schedule II of the General Schedule, which went into effect in January 1964, provided higher rates of compensation for GS-15, but continued the same rates as were in schedule I for GS-16, GS-17, and GS-18. In order to give an employee who was promoted from GS-15 to GS-16 after schedule II went into effect, the benefit, wherever possible, of the two-step increase required by the promotion rule (5 U.S.C. 1132(b)), it was necessary to place such employee in a step higher than the step in which he would have been placed had schedule II increased the rates for GS-16.

The rule in paragraph (5) is intended to adjust the step for such an employee to the step of his grade which he would have received had the new schedule been in effect at the time of his promotion. To illustrate, an employee promoted in January 1964 from GS-15, step 1, to GS-16, was placed in step 3. Under the rule, he will be placed in step 1, GS-16, which will still give him the full benefit of an increase not less than two-step increases.

The rule also permits an employee who may have been placed in the top step of GS-16, step 5, without full benefit of an increase not less



than an equivalent of two-step increases, to receive upon adjustment the benefit of the two-step increase, because the new schedule includes four additional step rates, making a total of nine step increases for GS-16. To illustrate, an employee promoted in January 1964 from GS-15, step 8, was placed in step 5, the top step of GS-16 at that time. This actually resulted in a reduction in compensation. Under the rule, he will be adjusted to step 6 of the new schedule with full benefit of the two-step increase.

*New appointments, professional positions, and supergrades.*—Section 103(a) amends section 801 of the Classification Act of 1949 which now requires all appointments to be made at the minimum rates of the appropriate grades. This would continue to be the general rule. To facilitate attracting high-quality personnel in the middle and upper grade levels (grade GS-13 and above) where recruitment is most difficult, the amendment to section 801 would permit the head of any department, under regulations of the United States Civil Service Commission, to appoint, by reinstatement or otherwise, individuals at a rate above the minimum of the grade in certain circumstances. The regulations are to provide for such considerations as the candidate's existing salary in private industry, unusual qualifications, or a special need of the Government.

Subsection (b) of section 103 excludes professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine which are placed in grades 16, 17, and 18 of the general schedule from the provisions of section 507 and titles VII and VIII of the Classification Act of 1949. Section 507 relates to salary retention on reduction in grade, title VII relates to step increases, and title VIII relates to such matters as the rate within the grade payable on initial appointment or promotion. The President or his designee shall issue regulations governing such matters for these employees.

Subsection (c) of section 103 amends the provisions of section 505(b) of the Classification Act of 1949 relating to the numerical limitation on the number of positions in grades GS-16, GS-17, and GS-18 to add to the positions exempted from such numerical limitation examiner positions under section 11 of the Administrative Procedure Act (5 U.S.C. 1010) and positions which may be placed in such grades under the Classification Act of 1949 in accordance with section 309 of the bill. Most of the positions which will be covered by such section 309 now are under the Federal Executive Pay Act of 1956, which is repealed by section 305(1) of this bill.

*Pay computation.*—Subsection (d) of section 103 amends section 604(d)(3) of the Federal Employees Pay Act of 1945 (5 U.S.C. 944(c)(3)), to change the method of computing salary rates for all pay computation purposes affecting most employees of the Federal Government, or the municipal government of the District of Columbia, so that, in the computation of rates, all remaining fractions of a cent shall be eliminated. This will replace the existing method of computing rates in full cents, counting a fraction of a cent as the next higher cent.

#### POSTAL FIELD SERVICE

Sections 104 through 116 incorporate new schedules for employees paid under the postal field service schedule (PFS) and the rural carrier schedule (RCS) which would replace schedule II in both instances



contained in sections 3542(a) and 3543(a) of title 39, United States Code. The bill proposes changes affecting several other principal areas, three of which are (1) classification of post offices and the use of revenue units as a factor in ranking postmasters and related positions; (2) compensation of postmasters in fourth-class post offices; and (3) fees for special delivery messengers.

*Revenue unit.*—Section 104 adds the definition of "revenue unit" to section 1 of title 39, United States Code.

Since the earliest days of postal operations the volume of business done has been measured in terms of the dollars of revenue received. Until 1955 receipts were the sole basis for setting the class of post offices and postmaster salaries and even for determining the number of employees to be authorized in a particular unit and the salaries of many supervisors. With the changing complexion of mail transactions and new operational uses for post offices, a measuring device other than receipts was needed.

The Postal Field Service Compensation Act of 1955, Public Law 68, 84th Congress, eliminated receipts as the sole factor for setting salaries of postmasters in all but the fourth-class post offices. In that law Congress added as additional factors: total complement of employees to accomplish the work of the post office, number of delivery routes, number of stations and branches, and number of Government vehicles. Receipts, however, continued as an important feature.

The Postal Policy Act of 1958, Public Law 426, 85th Congress, raised postal rates in most categories. Increasing postal rates automatically increased receipts. In order to avoid many postmasters having their office raised in class or their salaries raised in pay level because of an "unearned" increase in receipts, the Postal Policy Act of 1958 included a receipts adjustment clause in section 211.

Such section 211 did two things. First, it required the Postmaster General annually to adjust or discount the receipts achieved by a particular post office by a factor which would recognize the increase in receipts due solely to increases in postal rates. Actual receipts for calendar year 1959 were adjusted to 82 percent for offices of the first and fourth classes, and to 81 percent for offices of the second and third classes. In 1962 actual receipts were adjusted to 81 percent in first-class offices, 80.4 percent in second-class offices, 80.5 percent in third-class offices, and 82.4 percent in fourth-class offices.

The purpose of this receipts adjustment or discounting provision was to avoid promoting a postmaster on the basis of increased revenues due to higher postal rates. The second feature of the section was a "savings" clause. It did not permit reduction in class or in compensation of the postmaster below the level attained as of July 1, 1958, if reduction could be avoided by giving the office full undiscounted credit for postal receipts.

The requirement for adjustment of gross receipts to offset rate increases imposes an administrative burden on the Department. Moreover, many postmasters have difficulty in understanding the nature of the adjustment requirement and its application to post offices and their own compensation. The proposed legislation is designed to overcome these problems and to simplify financial and pay administration.

Because of the apparent inappropriateness of continuing under the present system of receipts, adjusted for changes in postal rates since

May 27, 1958 (except when necessary to save a classification or level of a particular post office), a new "revenue unit" basis is adopted by this bill for measuring the class of post offices and the level of certain positions.

In order to take into account changes in postal rates which have occurred or will occur after May 27, 1958, the gross postal receipts amounts specified in title 39, United States Code, have been expressed in terms of revenue units derived by dividing these amounts by the revenue per 1,000 pieces of mail and service transactions in fiscal year 1958. Thus, to determine the current equivalent of any class or receipts category specified in law, the revenue value per 1,000 pieces of mail and special service transactions for the current year will be multiplied by the factor given. This method will permit crediting of 100 percent of postal revenue (including money order fees) in all offices for all purposes. The following table shows the revenue units for each receipt category and the 1962 revenue equivalent:

#### A. Base year, 1958

[Value per revenue unit, \$42.16]

|                      | Gross postal receipts      | Revenue units (rounded) |
|----------------------|----------------------------|-------------------------|
| 1. Class of office:  |                            |                         |
| 4th class.....       | Under \$1,500.             | Less than 36.           |
| 3d class.....        | \$1,500 to \$7,999.        | 36 but less than 190.   |
| 2d class.....        | \$8,000 to \$39,999.       | 190 but less than 950.  |
| 1st class.....       | \$40,000 and over.         | 950 and over.           |
| 2. Key positions:    |                            |                         |
| K.P. 18, PFS-5.....  | \$1,700                    | 40                      |
| K.P. 20, PFS-6.....  | 4,700                      | 110                     |
| K.P. 22, PFS-7.....  | 6,000                      | 140                     |
| K.P. 25, PFS-8.....  | 16,000                     | 380                     |
| K.P. 27, PFS-9.....  | 63,000                     | 1,490                   |
| K.P. 29, PFS-10..... | 129,000                    | 3,060                   |
| K.P. 31, PFS-11..... | 314,000                    | 7,450                   |
| K.P. 33, PFS-12..... | 695,000                    | 14,350                  |
|                      | <sup>1</sup> (797,000)     |                         |
| K.P. 36, PFS-13..... | 1,000,000                  | 23,700                  |
| K.P. 38, PFS-14..... | 2,700,000                  | 64,000                  |
| K.P. 40, PFS-15..... | 4,470,000                  | 106,000                 |
| K.P. 43, PFS-16..... | 8,450,000                  | 200,000                 |
| K.P. 46, PFS-17..... | 16,900,000                 | 400,000                 |
| K.P. 47, PFS-18..... | 42,000,000                 | 1,000,000               |
|                      | <sup>1</sup> (48,000,000)  |                         |
| K.P. 48, PFS-19..... | 105,000,000                | 2,500,000               |
|                      | <sup>1</sup> (140,000,000) |                         |

<sup>1</sup> Amount in parentheses is shown in title 39. Amount in italic is the 1958 equivalent based on revenue units, as substituted in sec. 108(b) of this bill.

#### B. 1962 revenue equivalents

[Value per revenue unit, \$52.29]

|                     |         |                   |                                 |
|---------------------|---------|-------------------|---------------------------------|
| 1. Class of office: |         |                   |                                 |
| 4th class.....      |         |                   | Less than \$1,882.              |
| 3d class.....       |         |                   | \$1,882 but less than \$9,935.  |
| 2d class.....       |         |                   | \$9,935 but less than \$49,675. |
| 1st class.....      |         |                   | \$49,675 and over.              |
| 2. Key positions:   |         | 2. Key positions: |                                 |
| K.P. 18.....        | \$2,092 | K.P. 36.....      | \$1,239,273                     |
| K.P. 20.....        | 5,752   | K.P. 38.....      | 3,346,560                       |
| K.P. 22.....        | 7,321   | K.P. 40.....      | 5,542,740                       |
| K.P. 25.....        | 19,870  | K.P. 43.....      | 10,458,000                      |
| K.P. 27.....        | 77,912  | K.P. 46.....      | 20,916,000                      |
| K.P. 29.....        | 160,007 | K.P. 47.....      | 52,290,000                      |
| K.P. 31.....        | 389,561 | K.P. 48.....      | 130,725,000                     |
| K.P. 33.....        | 750,362 |                   |                                 |

Each year the Postmaster General will make a recapitulation of total revenues received by the Postal Establishment from all sources. In addition, he will make a summary of the grand total of all mail and special service transactions accomplished in the same period. The division of total revenue by total transactions provides a good annual index as to the overall business accomplishments of the Post Office Department.



The annual index the Postmaster General derives will be used as the multiplier against which class of office and the revenue factor for salary levels will be applied. If in a particular year the division of total revenue by mail and service transactions (in thousands) results in an index figure of \$60, that figure of \$60 is multiplied against each of the revenue units indicated for class of office and in the key positions. The figure thus obtained will be the base figure to be used that year for all purposes specified in law.

It is not necessary nor intended that each post office calculate its own revenue index. Each post office will not have to total all of its own revenue and divide that sum by a total of all of its own mail and the special service transactions. The revenue unit concept has been established as a national overall means of differentiating post offices one from another. It is a new point of departure in lieu of the simple figure of dollars of receipts. Likewise, the revenue index is derived as a national figure to establish the multiples of revenue units in terms of dollars. The Postmaster General annually will derive the revenue index, convert the revenue units specified in the bill into dollar figures, and publish the resulting calculations. From this publication each postmaster can readily see the basis for the determination of his standing by matching his office revenue against those listed in the publication. This matching would be a direct one not requiring preliminary calculations by the postmaster.

*Class of post office.*—Section 105 contains three amendments to section 702 of title 39, United States Code. The first amendment establishes a new measure to determine the class of a post office in terms of revenue units and is contained in subsection (a) of section 702. The second amendment restates the current provisions of section 711(b) of title 39, United States Code, and provides for continued exclusion of outside sales from the revenue credited to individual post offices. The third continues as section 702(c), in modified form, the current provision of section 3544(c) of title 39, United States Code, pertaining to the advancement of post offices of the fourth class for unusual conditions.

This section also will have the effect of shifting accounting dates to the end of the fiscal year. The present law makes necessary several extra accounting operations in order to satisfy the calendar year requirement presently associated with determination of classes of offices. The elimination of the extra operations will result in substantial administrative savings. Salary changes following the annual review will become effective, under section 3501(c) of title 39, United States Code, as amended by section 108 of the bill, as of the beginning of the pay period following January 1, instead of July 1, as at present.

*Equipment allowance.*—Section 106 amends section 704 of title 39, United States Code, relating to reimbursement for equipment on discontinuance of post offices, to eliminate reference to post offices of the first, second, or third class and substitutes in lieu thereof language which will permit reimbursement for discontinuance of post offices other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis.

Section 107 amends section 2102(b)(1) of title 39, United States Code, relating to the authority of the Postmaster General to lease quarters for post offices of the first, second, and third classes for a term not in excess of 20 years. The amendment will strike out



references to post offices of the first, second, and third classes and insert reference to post offices at which the postmaster does not furnish quarters on an allowance basis.

*Ranking of positions.*—Section 108(a) amends section 3501 of title 39, United States Code, relating to the authority of the Postmaster General to rank positions, by deleting the reference to the standard positions of postmaster in a fourth-class office and by adding a new subsection (c) to such section 3501. The new subsection (c) will require the Postmaster General to determine and, effective at the beginning of the first pay period in each calendar year, adjust the ranking of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking. The Postmaster General will use the revenue units of the preceding fiscal year and the class in which the post office will be placed at the beginning of the next fiscal year. Also, he may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions.

Subsection (b) of section 108 contains a series of amendments, pertaining to key positions described in chapter 45 of title 39, United States Code. In general, these changes are of two kinds: (1) striking references to class of post office; and (2) substituting number of revenue units for gross receipts. However, in subsection (b)(10) a substitute description of the basic function in key position 33 is provided to reflect an office having normal receipts-service relationship instead of the currently described office which has abnormally high receipts. Some modification is also made in the revenue factors in key position 47 and key position 48, subsections (b)(21) and (b)(22), respectively, to provide a more regular progression from lower level postmaster positions.

*Pay schedules.*—Section 109 contains the postal field service schedule (PFS) developed on the comparability principles specified in the Federal Salary Reform Act of 1962 (76 Stat. 841-843; Public Law 87-793; 5 U.S.C. 1171-1174). The schedule will replace the current PFS schedule II in section 3542(a) of title 39, United States Code.

The new schedule adds a new step 11 (\$8,190) to level 7. Employees now in step 10 will be able to count past service in step 10 for advancement to the new step 11 in accordance with the provisions of title 39, United States Code, section 3552(a)(1)(B).

Section 110 contains the rural carrier schedule (RCS) developed on the comparability principle which will replace rural carrier schedule II currently in subsection (a) of section 3543 of title 39, United States Code. Linkage of pay for the 42-mile route with PFS-4 pay is continued.

*Compensation of postmasters in fourth-class post offices.*—Section 111(a) amends section 3544 of title 39, United States Code, to achieve reform in pay of postmasters in fourth-class offices. The pay plan submitted for this group of employees proposes a measure which would accomplish pay reform in line with reforms provided other Federal employees in the Postal Service and Federal Employees Salary Act of 1962, Public Law 87-793. FOS schedules under Public Law 87-793 produce the following minimum hourly rates, computed

from the table of minimum hours of service now specified in the Postal Manual:

| Receipts category | Yearly hours | Rates of pay |           |             |           |
|-------------------|--------------|--------------|-----------|-------------|-----------|
|                   |              | Schedule I   |           | Schedule II |           |
|                   |              | Yearly       | Hourly    | Yearly      | Hourly    |
| 1-----            | 390          | \$545        | \$1.39744 | \$569       | \$1.45897 |
| 2-----            | 546          | 820          | 1.50183   | 857         | 1.56960   |
| 3-----            | 780          | 1,092        | 1.40000   | 1,142       | 1.46410   |
| 4-----            | 936          | 1,366        | 1.45940   | 1,428       | 1.52564   |
| 5-----            | 1,326        | 1,911        | 1.44118   | 1,998       | 1.50679   |
| 6-----            | 1,716        | 2,457        | 1.43182   | 2,569       | 1.49709   |
| 7-----            | 2,184        | 3,003        | 1.37500   | 3,140       | 1.43773   |
| 8-----            | 2,340        | 3,277        | 1.40043   | 3,426       | 1.46410   |

These rates compare with \$1.99 in schedule I and \$2.04 in schedule II for 2,496 hours of service by postmasters in third-class post offices in PFS-5, step 1.

The Post Office Department has not been able to discern any measurable difference in the level of duties and responsibilities of a postmaster in a fourth-class post office and a postmaster in a small third-class post office, whose position is ranked in PFS-5. Nor have they been able to establish any discernible difference in the operation of combined postal and private business: over 60 percent of the postmasters studied in a representative sample showed no business combination with the operation of their post offices. The difference that does exist is due solely to the amount of time required to be devoted to postal duties. Therefore, the reform suggested by this proposal is to evaluate the positions of postmasters in fourth-class offices in PFS-5, and determine pay for essentially part-time work on the basis of actual time required. The proposal would authorize the Postmaster General to establish and determine the work requirements in these part-time offices and to fix the compensation of postmasters accordingly. Where the annual compensation to be fixed by this method is less than that due under FOS schedule II, compensation will continue to be fixed under FOS schedule II as though such schedule were continued in effect.

Other changes respecting postmasters, now in fourth-class offices are conforming changes recognizing the part-time nature of their work, with the exception of a modification in the allowance for rent, light, fuel, and equipment. Under this proposal, the 15-percent allowance would be based on step 1, rather than on the actual compensation of the postmaster, as at present, where quarters are not furnished. This change gives the Post Office Department the option to furnish quarters, when this is desirable, necessary, or more economical, and, at the same time, rationalizes the allowance for postmasters furnishing quarters.

Section 111(b) prescribes the method of converting the salaries of postmasters in fourth-class post offices to PFS-5. This will be accomplished by assigning each postmaster at a fourth-class office on the effective date of this section to (1) the numerical step of PFS-5 which corresponds to the numerical step of the receipts category of the fourth-class office schedule which he occupied immediately prior to the assignment, or (2) to the lowest step of PFS-5, which will provide him



for the number of hours service he is required to perform with compensation which is not less than the compensation to which he would have been entitled had fourth-class schedule II continued to be in effect and not been replaced by the new provisions of section 3544 as contained in subsection (a) of section 111 of the bill. If his present salary exceeds the rate to which he could be assigned, as indicated above, he will be entitled to receive compensation under fourth-class schedule II as if such schedule were in effect on the effective date of section III. It is to be noted that the compensation of such postmasters shall be adjusted in accordance with changes in the gross postal receipts of his post office as though this bill had not been enacted.

Section 111(c) changes the heading of section 3544 of the table of contents of chapter 45 of title 39, United States Code, to be descriptive of the contents of section 3544.

*Special delivery messenger fees.*—Section 112(a) amends section 6007 of title 39, United States Code, to give the Postmaster General authority to fix fees for making delivery of special delivery mail when delivered by persons other than special delivery messengers at first-class post offices.

The amount of fees payable to persons making special delivery of mail in second-, third-, and fourth-class offices has not changed since March 2, 1931, when the present schedule now in 39 U.S.C. 6007 became effective. The amendment would authorize the Postmaster General to set the fees for special delivery service rendered in these offices where special delivery messengers are not paid on a salary basis as they are at first-class post offices.

Section 112(b) makes a conforming change in section 2009 of title 39, United States Code, pertaining to authority to enter into contracts for the performance of special delivery service.

Section 113 amends section 3560 of title 39, United States Code, relating to salary protection, to conform to the changes made by the bill with respect to postmasters of fourth-class post offices.

Section 114 amends section 3552 of title 39, United States Code, by adding a new subsection (d). The new subsection (d) grants the Postmaster General authority to advance certain employees to higher step rates of their levels. This authority may be applied to a postal field service employee in PFS-9 or below (1) who was promoted to a higher level between July 9, 1960, the effective date of the Postal Employees Salary Increase Act of 1960 (Public Law 86-568, 74 Stat. 296), and October 13, 1962, the effective date of the Postal Employees Salary Adjustment Act of 1962 (Public Law 87-793, 76 Stat. 850); (2) who is senior with respect to total postal service to any other employee of the same post office who was promoted to an identical position since October 13, 1962; and (3) who is at a step in such level below the step of the junior employee. The extent of the advancement, if any, is within the discretion of the Postmaster General. It is expected that the Postmaster General will, in most cases, adjust affected senior service employees by the one step necessary to overcome any advantage which a junior employee may have received on promotion on or after October 13, 1962, by reason of the extra step granted on conversion under Public Law 87-793 to employees in PFS-4 and below on October 13, 1962.

Subsection (d) also provides that any increase granted under the authority of this subsection shall not be considered as an equivalent



increase for automatic step advancement purposes under such section 3552 and that such advancement will not affect the anniversary date of the employee for such automatic step advancement purposes.

Section 115(a) repeals section 711 of title 39, United States Code, relating to the method of determining gross receipts of post offices. Such provisions as are still applicable are continued in section 702(b) of title 39, United States Code, as amended by section 105 of the bill.

Section 115(b) makes a conforming amendment in the table of contents of chapter 7 of title 39, United States Code.

*Conversion rules.*—Section 116(a) provides two rules for the adjustment of the rates of basic compensation of employees subject to the postal field service schedule and the rural carrier schedule, as of the effective date of the new schedules. Under the rule in paragraph (1), each employee will be assigned to the same numerical step for his position which he had attained prior to such effective date. Any changes in levels or steps which would otherwise occur on such effective date will be deemed to have occurred prior to conversion.

Under the rule in paragraph (2), if the existing basic compensation of an employee is greater than the rate to which the employee is converted under paragraph (1), the employee shall be placed in the lowest step which exceeds his basic compensation, or if the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

The anniversary date for automatic advancement by step increases under 39 U.S.C. 3552 will not be affected either by these conversion rules or by the increases in basic compensation granted as a result of the enactment of the new schedules since subsection (b) of such section 3552 provides that any increase in basic compensation granted by law to employees in the postal field service shall not be deemed to be an equivalent increase in basic compensation for automatic step increase purposes.

Subsection (b) of section 116 amends section 3541(f) of title 39, United States Code, to change the method of computing salary rates for all pay computation affecting employees of the postal field service so that, in the computation of such rates, all remaining fractions of a cent shall be eliminated. This will replace the existing method of computing rates to the nearest cent, counting one-half cent and over as a whole cent.

#### DEPARTMENT OF MEDICINE AND SURGERY IN THE VETERANS' ADMINISTRATION

Section 117(a) amends section 4103 of title 38, United States Code, to remove all salary specifications. Compensation for the Chief Medical Director and Deputy Chief Medical Director will be established under the Federal Executive Salary Schedule established under title III of the bill.

The salary specifications for the positions of Assistant Chief Medical Director, Medical Director, Director of Nursing Service, Director of Chaplain Service, Chief Pharmacist, and Chief Dietitian are transferred to a new "section 4103 schedule" included in section 4107 of title 38, United States Code, as amended by section 118 of the bill. While there are other changes in language in such section 4103, the language relating to the personnel involved remains unchanged with

one exception. It is specified in subsection (a)(4) of section 4103 that a person appointed to a position of Medical Director shall be a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine, and that Medical Directors shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. This accords with long-standing interpretation of existing language, but is included specifically for purposes of consistency with the provisions applicable to related positions.

Subsection (b) of section 117 is a perfecting amendment to the table of contents at the head of chapter 73 of title 38, United States Code, to accord with the change in the catchline of section 4103. This change reflects the elimination of compensation provisions from the section.

Subsection (c) of section 117 provides that the dual office holding restrictions of section 2 of the Act of July 31, 1894 (5 U.S.C. 62) shall not apply to an individual appointed before January 1, 1964, as Chief Medical Director, but that the dual compensation restrictions of section 212 of the Act of June 30, 1932 (5 U.S.C. 59a) shall apply, as applicable to such a Chief Medical Director. Similar provisions now are contained in the permanent provisions of the United States Code (38 U.S.C. 4103(a)(1)). However, the Dual Compensation Act, H.R. 7381, 88th Congress, which passed the House of Representatives and was reported in the Senate on March 4, 1964, proposes to repeal this particular provision. The repeal would be effective 90 days after date of enactment of H.R. 7381. Accordingly, the provisions are removed from the permanent provisions of title 38, United States Code, and included, as a temporary measure, in this subsection in order to prevent a gap in the exemption applicable to the Chief Medical Director.

Section 118 amends section 4107 of title 38, United States Code, to establish the new "section 4103 schedule" which contains the salary schedule for positions of Assistant Chief Medical Director, Medical Director, Director of Nursing Service, Director, Chaplain Service, Chief Pharmacist, and Chief Dietitian. The "physician and dentist schedule" and the "nurse schedule" now contained in subsection (a) of section 4107 appear in paragraph (1) of subsection (b) and are modified only with respect to the substitution of the new salary rates. The schedules effective prior to the beginning of the first pay period after the effective date of this section, have been omitted since they will have been executed. The present subsection 4107(b) becomes paragraph 2 of subsection (b) without language change.

#### FOREIGN SERVICE ACT OFFICERS AND EMPLOYEES

Section 119 amends section 412 of the Foreign Service Act of 1946, as amended, to establish new salary rates for the classes of career ambassador and career minister at levels IV and V, respectively, of the Federal executive salary schedule established by title III of the bill. For class FSO-1, three rates are provided in place of the two rates in the schedules now in effect. The highest FSO-1 rate is set at the same rate as the highest rate under the Classification Act.

Section 120 amends section 415(a) of the Foreign Service Act of 1946, as amended, to provide appropriate adjustments to the per annum salaries of the Foreign Service Staff officers and employees. A 10th salary rate has been added to Foreign Service Staff classes 1 through 4. This will place all employees in the Foreign Service Staff



category on a uniform basis with respect to the earning of within-class increases.

Section 121 provides the necessary rules for the conversion of Foreign Service personnel from their present class and salary rates to the class and salary rate established by the new schedules under sections 119 and 120 of the bill.

#### AGRICULTURE STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

Section 122 provides for increases in the rates of basic compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)). The increases for the agriculture stabilization and county committee employees shall correspond, as nearly as possible, to the increases provided by title I of the bill for employees subject to the Classification Act of 1949.

#### CONVERSION RULES FOR HIGHER MINIMUM RATE EMPLOYEES

Section 123 amends section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; Public Law 87-793; 5 U.S.C. 1173) by adding a new subsection (d). The new subsection provides that the special rate of basic compensation established under the provisions of section 504 and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the four statutory salary systems specified in that section shall be initially adjusted on the effective date of such new pay schedules in accordance with conversion rules and regulations prescribed by the President or an agency or agencies he designates. Problems of pay adjustments for employees receiving special rates under section 504 vary from the normal situations covered by the usual conversion rules. The variations are so complex that methods of adjustment can most effectively be prescribed by Presidential rules and regulations.

#### ABSORPTION OF COST

Section 124 relates to the absorption by the executive agencies of part of the cost of the increases in compensation for the fiscal year 1965.

Subsection (a) requires the departments, agencies, establishments, and corporations in the executive branch to absorb, for the fiscal year 1965, not less than 10 percent of the aggregate amount of the increases in compensation provided by this act. The Bureau of the Budget is directed to allocate the 10-percent cost absorption among the various agencies in such manner as the Director of the Bureau of the Budget deems appropriate.

The subsection also provides that no amount beyond the additional sum for such compensation increases proposed in the budget for fiscal year 1965 is authorized to be appropriated by any provisions of this act. The amount included in the budget for the fiscal year 1965 is \$544 million of which \$514.7 million was for the increases in the executive branch.

Subsection (b) directs the heads of the executive branch activities to review with meticulous care each vacancy resulting from resigna-



tion, retirement, or death and to determine whether the duties of the position of such an employee can be reassigned or abolished without seriously affecting the execution of essential functions.

Subsection (c) directs that the provisions of subsection (a) shall not be held to require the separation from the service of any employee by reduction in force or other personnel action, or the placing of any employee in a leave-without-pay status.

## TITLE II—FEDERAL LEGISLATIVE SALARIES

Title II relates to Federal legislative salaries.

Section 201 designates title II as the "Federal Legislative Salary Act of 1964."

Section 202(a) provides compensation increases for legislative officers and employees generally (except as otherwise provided in title II)—that is, for those officers and employees whose rates of compensation are increased by section 5 of the Federal Employees Pay Act of 1946 (60 Stat. 217; Public Law 390, 79th Cong.; 5 U.S.C. 931 and 932). In general, section 202 covers each officer or employee whose aggregate (gross) rate of compensation consists of a rate of basic compensation fixed in accordance with law or resolution plus additional compensation provided by the respective applicable salary increase acts or resolutions enacted or adopted during or since 1946. The increase provided by section 202(a) constitutes a new item of additional compensation. The amount of the new additional compensation (or compensation increase) provided by section 202(a) for each individual is determined in accordance with a formula which is designed to provide for legislative officers and employees increases in compensation which are comparable to increases provided by title I of the bill for officers and employees subject to the Classification Act of 1949, as amended (5 U.S.C. 1071 and following). This formula, which is adapted to the special pay computation structure for legislative officers and employees, provides additional compensation in an amount equal to the greater of the amounts determined under the two rules set forth below, whichever amount is the greater in any particular case, as follows:

- (1) an amount equal to  $3\frac{1}{2}$  per centum of the gross rate of compensation (basic compensation plus authorized additional compensation) of the officer or employee which is in effect immediately prior to the effective date of section 202 plus 1 per centum of such gross rate for each whole multiple, or for each part of a multiple, of \$500 basic compensation; or
- (2) an amount equal to 5 per centum of such gross rate of compensation.

Section 202(b) provides that the total annual compensation, which is in effect immediately prior to the effective date of section 202, of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by any other provision of title II of the bill, shall be increased by an amount which is equal to the amount of the increase provided by section 202(a) in that particular gross rate which is nearest in amount to such total annual compensation of such officer or employee. In effect, section 202(b) covers only the elected officers

of the House of Representatives (other than Members, and the Chaplain, of the House) and certain other employees of the House whose compensation is not increased by any other provision of title II of the bill, as follows:

(1) The Assistant Parliamentarian No. 1 of the House of Representatives, whose total rate of per annum compensation is now prescribed by House Resolution 339, 84th Congress, section 103 of the Legislative Branch Appropriation Act, 1957 (70 Stat. 370; Public Law 624, 84th Cong.), section 117(g) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 304; Public Law 86-568), and section 1005(f) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793);

(2) The following elected officers of the House of Representatives, whose total rates of per annum compensation are now prescribed by House Resolution 486, 84th Congress, section 103 of the Legislative Branch Appropriation Act, 1957 (70 Stat. 370; Public Law 624, 84th Cong.), section 4(k) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462), section 117(g) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 304; Public Law 86-568), and section 1005(f) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793); the Clerk of the House, the Sergeant at Arms of the House, the Doorkeeper of the House, and the Postmaster of the House;

(3) The Chief of Staff of the Joint Committee on Internal Revenue Taxation, whose total per annum compensation is now prescribed under authority of section 302(c) of the act of October 4, 1961 (75 Stat. 793; Public Law 87-367), and section 1005(f) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793);

(4) The Legislative Counsel of the House of Representatives, whose total per annum compensation is now fixed in accordance with a provision relating to the Legislative Counsel of the Senate in Legislative Branch Appropriation Act, 1958 (71 Stat. 251; Public Law 85-75) (as modified by secs. 4(c) and 4(m) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208 and 209; Public Law 85-462)), section 117(g) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 304; Public Law 86-568), and section 1005(f) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793);

(5) The Coordinator of Information of the House of Representatives, whose total per annum compensation is now fixed under House Resolution 183, 80th Congress, section 105 of the Legislative Branch Appropriation Act, 1948 (61 Stat. 377; Public Law 197, 80th Cong.), section 2(e) of the act of October 24, 1951 (65 Stat. 612; Public Law 201, 82d Cong.), section 4(c) of the Federal Employees Salary Increase Act of 1955 (69 Stat. 176; Public Law 94, 84th Cong.), section 4(l) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462), section 117(g) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 304;



Public Law 86-568), and section 1005(f) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793);

(6) Two printing clerks, one for the majority caucus room and one for the minority caucus room, whose total per annum compensation is now provided for on a present incumbency basis in the paragraph under the heading "House of Representatives" and the subheading "Special and Minority Employees" in the Legislative Branch Appropriation Act, 1958 (71 Stat. 247; Public Law 85-75), as modified by a comparable provision in each annual appropriation act for the legislative branch, the latest such provision currently being the paragraph under the heading "House of Representatives" and the subheading "Special and Minority Employees" in the Legislative Branch Appropriation Act, 1964 (77 Stat. 807; Public Law 88-248);

(7) Four minority employees of the House in positions referred to in House Resolution 6, 88th Congress, January 9, 1963, whose total per annum compensation is fixed by such resolution (but not including two minority employees whose compensation is fixed at a basic rate under such resolution and who are within the purview of sec. 202(a) of the bill).

It may be noted, in connection with House officers and employees in the categories covered by section 202(b), that two employees in comparable categories are granted increases in compensation under section 202(a) rather than 202(b). These employees are as follows:

(1) The Assistant Parliamentarian No. 2 of the House of Representatives whose present rate of total per annum compensation consists of a per annum basic rate provided by House Resolution 277, 82d Congress, and section 277 of the Legislative Branch Appropriation Act, 1953 (66 Stat. 478; Public Law 471, 82d Cong.), and additional compensation provided by the various pay increase laws covering legislative branch employees generally, excluding the Federal Employees Salary Increase Act of 1958 but including section 117(a) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 303; Public Law 86-568), and including section 1005(a) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 866; Public Law 87-793);

(2) The clerk to the House Parliamentarian, whose present rate of total per annum compensation consists of per annum basic rate fixed under House Resolution 486, 85th Congress, and section 103 of the Legislative Branch Appropriation Act, 1959 (72 Stat. 453; Public Law 85-570), and additional compensation provided by the various pay increase laws covering legislative branch employees generally, excluding the Federal Employees Salary Increase Act of 1958 but including section 117(a) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the act of July 1, 1960; 74 Stat. 303; Public Law 86-568), and including section 1005(a) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 866; Public Law 87-793).

Section 202(c) increases by 7 percent the maximum limitations on the compensation of House folding room employees. The annual appropriation acts for the legislative branch, in making appropriations for each fiscal year for folding speeches and pamphlets for the



House of Representatives, have provided two kinds of limitations with respect to the payment of compensation for such folding activities. These limitations are on the gross rate payable per thousand of matter folded for the House and on the gross rate payable per hour to each person engaged in such folding activities for the House.

For example, the pertinent provision of the Legislative Branch Appropriation Act, 1964 (77 Stat. 809; Public Law 88-248), which covers the fiscal year ending June 30, 1964, is as follows with respect to the House:

#### FOLDING DOCUMENTS

For folding speeches and pamphlets, at a gross rate not exceeding \$2.72 per thousand or for the employment of personnel at a gross rate not exceeding \$2.04 per hour per person, \$251,300.

Section 202(c) increases by 7 percent the limitations on gross rate per thousand and gross rate per hour per person contained in applicable law on the effective date of section 202 which governs the folding of speeches and pamphlets for the House of Representatives. In effect, section 202(c) increases existing limitations in applicable law with respect to the compensation of House folding room employees. The increases in such limitations do not constitute automatic increases in the respective rates of compensation of House folding room employees but such increases will permit the appropriate adjustment of such rates in accordance with the new limitations by the exercise of administrative authority.

Section 202(c) further provides that the amount of the increase in each of the two limitations shall be computed to the nearest cent, counting one-half cent and over as a whole cent. For example, 7 percent of the existing gross rate limitation of \$2.04 per hour per person is 14.28 cents. Under the foregoing computation requirement, this increase of 14.28 cents becomes an increase of 14 cents in the gross rate per hour per person limitation. In the case of the existing gross rate limitation of \$2.72 per thousand of matter folded, 7 percent of such limitation is 19.04 cents. Under the computation requirement, this increase of 19.04 cents becomes an increase of 19 cents in the limitation on the gross rate per thousand of matter folded.

It should be noted that the compensation of these House folding room employees is not increased by any provision of section 202 other than as provided for by section 202(c).

Section 202(d) provides that the additional compensation provided by section 202 shall be considered a part of basic compensation for purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and following). Such additional compensation, therefore, will be subject to retirement deductions.

Section 202(d) is included in title II of the bill in order to remove any inference that such deductions may not be made. Such inference might result from language contained in section 1(d) of the Civil Service Retirement Act (5 U.S.C. 2251(d)) to the effect that—

\* \* \* the term "basic salary" shall not include \* \* \* compensation given in addition to the base pay of the position as fixed by law or regulation \* \* \*.

The aggregate rate of annual compensation of many individuals in the legislative branch consists of a basic rate, plus a series of amounts which are provided by various pay acts and resolutions and which are often referred to as "additional compensation." Section 4(i) of the Federal Employees Salary Increase Act of 1955 (69 Stat. 178; Public Law 94, 84th Cong.), which provided that amounts of "additional compensation" provided for legislative employees by section 4(a) of such act and by other pay-increase laws constitute a part of "basic compensation" for purposes of the Civil Service Retirement Act, restated and clarified the longstanding policy and intent of Federal legislative salary legislation that "additional compensation" of legislative employees is "base pay" for retirement purposes and, therefore, is subject to retirement deductions. Section 4(g) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208; Public Law 85-426), section 117(i) of the Federal Employees Salary Increase Act of 1960 (pt. B of title I of the Act of July 1, 1960; 74 Stat. 304; Public Law 86-568), and section 1005(h) of the Postal Service and Federal Employees Salary Act of 1962 (76 Stat. 867; Public Law 87-793) reaffirmed this policy and intent with respect to the additional compensation provided for officers and employees in the legislative branch by those acts. In like manner, section 202(d) of this bill reaffirms this policy and intent with respect to the additional compensation provided by section 202 of this bill.

Sections 202(e) and (202(f) provide for adjustments in the respective amounts of per annum basic compensation which may be prescribed for and paid to the respective professional and clerical staff members of the standing committees of the House of Representatives.

Section 202(e) amends and modifies section 202(e) of the Legislative Reorganization Act of 1946 (2 U.S.C. 72a(e)), as amended by section 4(o) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 209; Public Law 85-462). Such section 202(e), as so amended by such section 4(o), now contains the maximum per annum basic compensation rates for professional and clerical staff members of the standing committees of the House. The amount of such maximum basic rates is now \$8,880. Section 202(e) increases such maximum basic rates to the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as in effect from time to time. This maximum rate is the highest rate of the general schedule of such act. In effect, the amendments contained in section 202(e) propose a new maximum annual salary limitation or ceiling for House standing committee professional and clerical staff members by permitting the establishment by appropriate authority of a total annual rate of compensation which is not in excess of the highest rate of the general schedule of the Classification Act of 1949, as amended (including the amendment made by section 102(a) of this bill to such highest rate of such act). If, in the future, a change occurs in such maximum rate of the Classification Act of 1949, as amended, the maximum annual salary limitation or ceiling for professional and clerical staff members of the standing committees of the House will change accordingly so that such salary limitation or ceiling will be fixed at all times at such maximum rate.

It should be noted that section 202(e) of the Legislative Reorganization Act of 1946, as amended by section 4(o) of the Federal



Employees Salary Increase Act of 1958, and as proposed to be further amended by section 202(e) of this bill, applies only with respect to professional and clerical staff members of the standing committees of the House of Representatives. The provisions of law which apply with respect to the standing committee staff members of the Senate are the provisions of section 202(e) of the Legislative Reorganization Act of 1946, as in effect immediately prior to the amendment of such section 202(e) by section 12 of the Legislative Appropriation Act, 1956, and as modified by the provisions of the last paragraph under the heading "Senate" and the subheading "Contingent Expenses of the Senate" contained in the Legislative Appropriation Act, 1956, as amended by section 4(h) of the Federal Employees Salary Increase Act of 1958 (72 Stat. 208; Public Law 85-462; 2 U.S.C. 72a, note). The amendments made by section 202(e) do not change or otherwise affect this divided application of section 202(e) of the Legislative Reorganization Act of 1946 with respect to the House and the Senate. In this connection reference is made to the discussion with respect to the application of section 202(e) of the Legislative Reorganization Act of 1946, in connection with section 4(o) of the Federal Employees Salary Increase Act of 1958, contained on page 14 of House Report No. 1660, 85th Congress.

Section 202(f) amends clause 28(c) of rule XI of the Rules of the House of Representatives which contains provisions to the same effect as section 202(e) of the Legislative Reorganization Act of 1946 with respect to the maximum per annum basic compensation which may be paid to staff members of House standing committees. The amendments made by section 202(f) to the Rules of the House increases the maximum per annum basic compensation limitation to the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended. These amendments are consistent with the amendments proposed by section 202(e) of the bill to section 202(e) of the Legislative Reorganization Act of 1946.

However, in order to make it clear that the constitutional rights and prerogatives of the House of Representatives are not affected in any way, section 202(f) also provides that the amendments to clause 28(c) of rule XI of the House rules are made as an exercise of the rulemaking power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule so amended, at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

Section 203 fixes and prescribes the respective per annum rates of compensation of certain officers and employees in the legislative branch who are not within the purview of section 202 of title II of this bill.

Section 203(a) provides that the per annum rate of compensation of the Comptroller General of the United States shall be \$30,000.

Section 203(b) provides that the per annum rate of compensation of the Assistant Comptroller General of the United States shall be \$29,000.

Section 203(c) provides a per annum rate of compensation of \$28,000 for the General Counsel of the U.S. General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol.



Section 203(d) provides a per annum rate of compensation of \$27,000 for the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol.

Section 203(e) provides that the per annum rate of compensation of the Second Assistant Architect of the Capitol shall be \$26,000.

Section 203(f) provides that the per annum rate of compensation of the Chaplain of the House of Representatives shall be \$12,500.

Section 204 amends section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), to provide increases in the per annum rates of compensation of Members of the U.S. Senate, Members of the U.S. House of Representatives, the Resident Commissioner from Puerto Rico in the U.S. House of Representatives, and the Speaker of the U.S. House of Representatives. As so increased, the per annum rate of compensation of each Senator, Member of the House, and the Resident Commissioner from Puerto Rico is \$30,000; and the per annum rate of compensation of the Speaker of the House is \$43,000.

Section 205 provides that an officer or employee subject to section 202(a) or 202(b) of this bill shall not receive, by reason of any provision of title II of this bill, any increase in gross rate of compensation (basic compensation plus authorized additional compensation), or in total annual compensation, as applicable, which is more than the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this bill for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended. In this connection, it should be noted that, in addition, for the period beginning on the first day of the first pay period which begins on or after the date of enactment of this Act and ending on the first day of the first pay period which begins on or after January 1, 1965, the rates of compensation of such officers and employees are subject to the temporary salary limitation or ceiling of \$22,000 per annum imposed by section 501(c) of this bill.

### TITLE III—FEDERAL EXECUTIVE SALARIES

Section 301 provides a short title for title III—the “Federal Executive Salary Act of 1964.”

Section 302 establishes a basic compensation schedule to be known as the Federal Executive Salary Schedule divided into six salary levels. The offices and positions to which such schedule will apply are those covered by section 303 of the bill.

Section 303(a) establishes the rate of basic compensation of \$32,500 for level I of the Federal Executive Salary Schedule and includes the 10 Cabinet offices as the offices to be included in this level. Present salaries for these offices are \$25,000.

Section 303(b) establishes level II of the Federal Executive Salary Schedule with an annual rate of basic compensation of \$30,000 for 15 offices: the Deputy Secretary of Defense, Under Secretary of State, Administrator, Agency for International Development, Administrator of the National Aeronautics and Space Administration, Administrator of Veterans' Affairs, Administrator of the Housing and Home Finance Agency, Chairman, Atomic Energy Commission, Chairman, Council of Economic Advisers, Chairman, Board of Governors of the Federal Reserve System, Director of the Bureau of the Budget, Director of the

Office of Science and Technology, Director of the U.S. Arms Control and Disarmament Agency, Director of the U.S. Information Agency, Director of the Federal Bureau of Investigation (so long as the position is held by the present incumbent), and Director of Central Intelligence. The present rates of compensation for these offices range from \$20,500 per annum to \$22,500.

Section 303(c) establishes level III of the Federal Executive Salary Schedule with an annual rate of basic compensation of \$29,000. This level includes the Deputy Attorney General, the Deputy Postmaster General, and under secretaries not included in level II, the Secretaries of the military departments, the Administrators of the largest agencies, Deputy Administrators and Deputy Directors of certain agencies, the chairmen or members of certain commissions or boards, the Directors of Defense Research and Engineering, Office of Emergency Planning, National Science Foundation, and Peace Corps, Associate Director of the Federal Bureau of Investigation so long as held by the present incumbent, the Chief Medical Director, Department of Medicine and Surgery, Veterans' Administration, Comptroller of the Currency, Commissioner of Internal Revenue, and President of the Export-Import Bank.

#### PRESIDENTIAL ALLOCATION OF OFFICES AND POSITIONS IN LEVELS IV, V, AND VI

Section 303(d) authorizes the President to place offices and positions in levels IV, V, and VI of the Federal Executive Salary Schedule in accordance with criteria defined in subsections (e), (f), (g), and (h) of this section, and directs that each such action by the President shall be published in the Federal Register except when it is determined by the President that such publication would be contrary to the interest of national security.

The provision is intended to insure that such offices and positions shall be placed at appropriate levels on the basis of objective evaluation of the duties and responsibilities, the relative scope and importance of the program directed by the incumbent, and the place of the position in the internal alinement of the department or agency.

Subsections (e), (f), and (g) of section 303 describe the nature of the offices and positions which the President is to place in levels IV, V, and VI, respectively. The references to particular offices and positions are descriptive only and are not intended to be either all inclusive or exclusive.

Subsection (e) prescribes a salary of \$28,000 for level IV and authorizes the President to place in this level the offices and positions of assistant secretaries of executive and military departments, general counsels of executive departments, members of regulatory boards and commissions, deputy heads of large agencies, heads of certain agencies and bureaus, and such other offices and positions the duties and responsibilities of which he deems appropriate for this level.

Subsection (f) sets a salary of \$27,000 for level V and authorizes the President to place in this level the offices and positions of heads of principal services and such other offices and positions the duties and responsibilities of which he deems appropriate for this level.

Subsection (g) fixes a salary of \$26,000 for level VI and authorizes the President to place at this level the heads and board members of smaller agencies, deputy heads of other agencies, and such other



offices and positions the duties and responsibilities of which he deems appropriate for this level.

Subsection (h) provides that, notwithstanding any other provision of law, the members (other than the Chairman or President, as applicable, or the Comptroller of the Currency in his capacity as a member of the Board of Directors of the Federal Deposit Insurance Corporation) of each of the boards and commissions, the Chairman or President of which is placed in level III of the Federal Executive Salary Schedule by subsection (c) of this section, shall be placed in level IV of such schedule.

#### COMPENSATION OF THE VICE PRESIDENT

Section 304(a) amends section 104 of title 3, United States Code, so as to prescribe for the Vice President an annual rate of \$43,000 in lieu of the current rate of \$35,000.

#### COMPENSATION OF STAFF ASSISTANTS TO THE PRESIDENT

Section 304(b) amends section 105 of title 3, United States Code, so as to continue the President's authority to fix the compensation of six administrative assistants, the Executive Secretary of the National Security Council, and eight other secretaries or immediate staff assistants in the White House Office. The existing maximum rates ranging from \$18,500 to \$22,500 are replaced by rates not to exceed that of level II of the Federal Executive Salary Schedule, which is consonant with the current ceiling of \$22,500.

#### CONFORMING CHANGES IN EXISTING LAW

Sections 305 and 306 repeal or amend provisions of existing law to bring them into conformity with the Federal Executive Salary Act of 1964.

It should be noted that section 303(d) authorizes the President to place certain offices and positions in levels IV, V, or VI of the Federal Executive Salary Schedule and this authority is intended to supersede the authorities, contained in the various provisions of law to fix rates of compensation at rates above the rate for grade GS-18 of the general schedule of the Classification Act of 1949, as amended, which are repealed or amended by sections 305 and 306. In this connection see section 308 of the bill.

Section 305 repeals the Federal Executive Pay Act of 1956 and numerous other provisions of law which establish rates of compensation of heads of executive departments and other Federal officials. The provisions of law which are repealed are superseded by the provisions of the Federal Executive Salary Act of 1964 contained in other sections of this title.

Subsections (a), (c), and (d) of section 306 amend authority conferred upon heads of various agencies to set rates of compensation for certain positions of their agencies so as to provide that rates fixed by the heads of the agencies shall not be in excess of the highest rate for grade 18 of the general schedule. (NOTE.—The current authority conferred upon heads of various agencies to set rates for some personnel above the current rate for grade GS-18 is replaced by Presidential authority under section 303(d) of the bill to place positions in levels IV, V, or VI of the Federal Executive Salary Schedule.)



The agency heads and employees affected are (1) the Attorney General for fixing the annual salaries of U.S. attorneys and assistant U.S. attorneys, (2) the National Aeronautics and Space Council for 7 persons, and (3) the Administrator of the National Aeronautics and Space Administration for 425 scientific, engineering, and administrative personnel.

It should be noted that section 306(a)(2) of the bill provides that, in connection with the compensation rates of United States Attorneys and Assistant United States Attorneys, who are incumbents in their positions on the first day of the first pay period which begins on or after the date of enactment of the bill, each such attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and qualifications, as determined by the Attorney General, whose compensation is prescribed by the General Schedule of the Classification Act of 1949, as amended. This compensation provision with respect to such incumbents is subject, however, to the authority of the President under section 303(d) of the bill to place positions in levels IV, V, and VI of the Federal Executive Salary Schedule, and, in addition, subject to the provisions of section 501 (a) and (c) of the bill relating to effective dates and certain compensation ceilings.

Section 306(b) amends the Foreign Service Act of 1946, as amended, to fix the salaries of chiefs of missions as follows:

|                                | <i>Rate in Federal<br/>Executive Salary<br/>Schedule</i> |
|--------------------------------|----------------------------------------------------------|
| Chief of mission, class 1----- | Level II.                                                |
| Chief of mission, class 2----- | Level III.                                               |
| Chief of mission, class 3----- | Level IV.                                                |
| Chief of mission, class 4----- | Level V.                                                 |

Section 306(e) amends the authority of the Advisory Commission on Intergovernmental Relations to fix compensation for employees of the Commission, changing the current maximum limitation of \$20,000 per annum to a new maximum which is not in excess of the rate for level VI.

Section 306(f) amends the Atomic Energy Act of 1954 to strike out several provisions which establish rates of compensation for certain officials of the Atomic Energy Commission. This authority is replaced by Presidential authority under section 303(d) of the bill to place positions in levels IV, V, or VI of the Federal Executive Salary Schedule.

Subsections (g) and (h) of section 306 amend the authority to pay not in excess of certain fixed salary rates to representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization and of the International Refugee Organization, and authorize the rates to be fixed for such persons at one of the rates provided by section 412 of the Foreign Service Act of 1946, as amended.

Subsection (i) provides that no officer or employee of the National Security Agency shall be paid at a rate in excess of the rate for GS-18 except when the position of such officer or employee is placed in level IV, V, or VI of the Federal Executive Salary Schedule under authority of section 303(d).

Subsection (k) amends titles and catchlines of several statutes to bring them into conformity with the changes made under section 305.

#### OFFICIALS OF THE DISTRICT OF COLUMBIA

Subsection (j) of section 306 provides adjustment in the rates of compensation for certain officials of the municipal government of the District of Columbia, including the Commissioners, judges of the District of Columbia courts, the Superintendent and the Deputy Superintendent of Schools, and the Police and Fire Chiefs.

Paragraph (1) increases the rate of compensation of the President of the Board of Commissioners of the District of Columbia from \$19,000 per annum to \$27,000, and each of the two other Commissioners from \$19,000 to \$26,500 per annum.

Paragraph (2) increases the rate of compensation of the chief judge of the District of Columbia court of appeals from \$19,000 to \$26,000, and of the two associate judges from \$18,500 to \$25,500.

Paragraph (3) increases the rate of compensation of the chief judge of the District of Columbia Court of General Sessions from \$18,000 per annum to \$25,000, and of the 15 associate judges from \$17,500 to \$24,500. It is to be noted that judges of the Juvenile Court are entitled to the same rates of compensation as the rates for the judges of the Court of General Sessions, in accordance with the provisions of section 11-1502(d) of the District of Columbia Code.

Paragraph (4) increases the rate for the judge of the District of Columbia tax court from \$17,500 to \$24,500.

Paragraph (5) increases the rate of compensation for the Superintendent of Schools from \$19,000 to \$26,000, and the rate of compensation of the Deputy Superintendent of Schools from \$16,500 to \$22,000.

Paragraph (6) establishes a new range of salary rates for the Fire Chief and the Chief of Police of \$21,000 to \$23,500, with five salary increments of \$500 each. The existing salary range is \$17,000 to \$19,000.

#### CHANGES IN POSITION TITLES

Section 307 changes the titles of Administrative Assistant Attorney General and Administrative Assistant Secretary of certain executive departments to Assistant Attorney General for Administration and Assistant Secretary for Administration of the executive departments, respectively.

#### LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE ACTION

Section 308 limits the salary-fixing authority of heads of executive departments and agencies by providing that hereafter they may not fix rates in excess of the highest rate for grade GS-18 of the general schedule of the Classification Act of 1949, as amended. It also provides that nothing in this section shall be construed to impair the authorities contained in the Central Intelligence Agency Act of 1949 (50 U.S.C. 403a), the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), or section 5240, R.S. (12 U.S.C. 481, relating to the Comptroller of the Currency).



## POSITIONS PLACED UNDER CLASSIFICATION ACT

Section 309 directs that any office or position which is referred to or covered by any conforming change in law made by section 305, and which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303, is to be placed in the appropriate grade of the general schedule of the Classification Act of 1949, as amended. This, of course, includes some positions the rates of compensation for which are now fixed by the Federal Executive Pay Act of 1956, which is repealed by section 305(1).

## SAVINGS PROVISIONS

Section 310(a) provides that the changes to existing law made by this Act shall not have any effect upon offices and positions and the compensation and incumbent thereof, until appropriate action is taken in accordance with this act or other law.

Section 310(b) provides that there shall be no reduction in the basic compensation received by any officer or employee by reason of the enactment of the act.

## TITLE IV—FEDERAL JUDICIAL SALARIES

Section 401 provides a short title for this title of the bill—"Federal Judicial Salary Act of 1964."

Section 402(a) provides increases in the rates of basic compensation of officers and employees in the judicial branch of the Government. The increases will reflect the respective applicable increases provided by title I of the bill for employees subject to the Classification Act of 1949.

In respect to the specific employees affected by this section, reference is made to the discussion in connection with the Federal Employees Salary Increase Act of 1960, Public Law 86-568, contained on page 20 of House Report 1636, 86th Congress, with the exception of the Deputy Director of the Administrative Office of the U.S. Courts whose salary is fixed under section 403(g) of this bill.

Section 402(b) provides comparable increases in the compensation of secretaries and law clerks of circuit and district judges.

Section 402(c) amends section 753(e) of title 28, United States Code, to increase the maximum limitation on the annual compensation of court reporters for district courts.

Section 402(d) amends section 40a of the Bankruptcy Act (11 U.S.C. 68(a)) relating to the compensation of full- and part-time referees in bankruptcy to provide new maximum limitations.

Section 403 provides increases in compensation for Federal judges, the Director and Deputy Director of the Administrative Office of the U.S. Courts, and the Commissioners of the Court of Claims.

Subsection (a) amends section 5 of title 28, United States Code, to increase the salaries of the Chief Justice of the United States from \$35,500 to \$43,000, and the salaries of the Associate Justices of the Supreme Court of the United States from \$35,000 to \$42,500.

Subsection (b) amends section 44(d) of title 28, United States Code, to increase the salary of circuit judges from \$25,500 to \$33,000.



Subsection (c) amends section 135 of title 28, United States Code, to increase the salary of district judges from \$22,500 to \$30,000 a year, and the salary of the Chief Judge of the District Court for the District of Columbia from \$23,000 to \$30,500 per year.

Subsection (d) amends section 173 of title 28, United States Code, to increase the salary of a judge of the Court of Claims from \$25,000 to \$33,000.

Subsection (e) amends section 213 of title 28, United States Code, to increase the salary of the judges of the Court of Customs and Patent Appeals from \$25,500 to \$33,000 per year.

Subsection (f) amends section 252 of title 28, United States Code, to increase the salaries of judges of the Customs Court from \$22,500 to \$30,000.

Subsection (g) amends the first paragraph of section 603 of title 28, United States Code, to provide a salary of \$28,000 a year for the Director, and a salary of \$27,000 a year for the Deputy Director of the Administrative Office of the U.S. Courts.

Subsection (h) amends section 792(b) of title 28, United States Code, to increase the compensation of Commissioners of the Court of Claims to \$27,000 a year.

Section 403(i) amends section 7443(c) of the Internal Revenue Code of 1954 to increase the salary of judges of the Tax Court of the United States from \$22,500 to \$30,000 a year.

Section 403(j) amends section 867 of title 10, United States Code, to increase the salaries of judges of the Court of Military Appeals from \$25,500 to \$33,000.

#### TITLE V—EFFECTIVE DATES

Subsection (a) of section 501 provides that this act, except as provided in subsections (b) and (c) of section 501, shall become effective on the first day of the first pay period which begins on or after the date of enactment of the bill.

Subsection (b) provides that section 204, relating to increases in compensation for Members of the Congress, shall become effective at noon on January 3, 1965.

Subsection (c) places a temporary ceiling of \$22,000 per annum on any rate of compensation affected by the provisions of this act, which will continue until January 1965, when the new rates of compensation for Members of Congress shall become effective.

Paragraph (1) provides that no rate of compensation which now is equal to, or in excess of, \$22,000 per annum, shall be increased in any amount by reason of this act until the first day of the first pay period, which begins on or after January 1, 1965.

Paragraph (2) provides that no rate of compensation which is less than \$22,000 shall be increased to an amount per annum in excess of \$22,000 by reason of this act until the first day of the first pay period, which begins on or after January 1, 1965.

Subsection (c) will prohibit the payment, by reason of any provision of this act, of any rate of compensation in excess of \$22,000 per annum until January 1965 when the rate of compensation for Members will be increased under section 204.

## AGENCY VIEWS

There are included below:

(1) The special message from the Chairman, U.S. Civil Service Commission, dated May 16, 1963, transmitting proposed legislation, together with a statement of purpose and justification, which would place in effect the President's recommendations (contained in H. Doc. 108, 88th Cong.) for adjustment of statutory salary schedules pursuant to the Federal Salary Reform Act of 1962;

(2) The special message from the Chairman, U.S. Civil Service Commission, dated July 25, 1963, transmitting a supplemental proposal for legislation together with an analysis and a statement of purpose and justification—such proposal being included in section 103 (b) of the bill;

(3) A letter dated April 29, 1964, from the Bureau of the Budget, relating to H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government; and

(4) A letter dated April 29, 1964, from the United States Civil Service Commission, relating to H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government.

U.S. CIVIL SERVICE COMMISSION,  
*Washington, D.C., May 16, 1963.*

Hon. JOHN W. McCORMACK,  
*Speaker of the House of Representatives.*

DEAR MR. SPEAKER: In accordance with the President's message of April 29, 1963, I transmit herewith for the consideration of the Congress proposed legislation which would place in effect the President's recommendations for adjustment of statutory salary schedules pursuant to the provisions of the Federal Salary Reform Act of 1962. There are enclosed a draft bill, a section analysis of its provisions, and a statement of purpose and justification.

Salary adjustments recommended would affect the schedules of the Classification Act, the postal field service, the Foreign Service, and physicians, dentists, and nurses in the Department of Medicine and Surgery of the Veterans' Administration. Proposed salary schedules rest on the factual basis presented in the first annual report of the Director of the Bureau of the Budget and the Chairman of the Civil Service Commission under Executive Order 11073. The report, attached to the President's message, summarizes the findings in the Bureau of Labor Statistics 1962 report of salaries in private enterprise, compares Federal salaries with private enterprise levels as reported by the Bureau of Labor Statistics, and proposes Federal salary schedules to fulfill the statutory policy of comparability between Federal and private-enterprise pay levels.

Proposed schedules would take effect in January 1964, superseding the January 1964 schedules now in the Salary Reform Act. At grades above GS-7 the schedules in the act drop below comparability levels based on the 1961 Bureau of Labor Statistics report, the latest



available at the time of enactment. The drop above grade GS-7 was one result of the \$20,000 ceiling salary for grade GS-18 established by the act, pending adjustments in top executive pay, in place of the \$24,500 salary for grade GS-18 that the President had recommended in February 1962. The schedules now proposed would bring up to full comparability the salaries for the first 15 Classification Act grades and corresponding portions of other schedules. In so doing, they would:

Overcome the lag below comparability at grades above GS-7 in the Salary Reform Act schedules; and

Take into account the rise in private-enterprise salaries shown by the most recent Bureau of Labor Statistics survey report, released in November 1962.

There is no attempt to achieve comparability with private enterprise in the proposed rates for grades above GS-15. The rates at these higher grades merely maintain, to the extent consistent with a single rate at GS-18, the internal alinement pattern established for grades GS-1 through GS-15, and the rates are considerably below the rates paid for similar levels in 19 large companies studied by the Civil Service Commission. (The Bureau of Labor Statistics does not survey rates above GS-15). The draft bill takes account of relationships with top executive pay by providing that proposed rates above \$20,000 in all four statutory schedules would go into effect only upon adjustments in top executive pay, at which time they would take effect automatically.

In addition to its principal objective of maintaining comparability between Federal pay levels and those in private enterprise, as required by the Salary Reform Act, the draft bill would make a number of improvements in statutory salary systems. These are explained in the accompanying statement of purpose and justification and section analysis.

The comparability principle and the procedures for its application enacted in the Salary Reform Act represent joint recognition by the President and the Congress of the necessity for maintaining Federal salaries at levels commensurate with those currently prevailing in the national economy. Enactment of the draft bill reflecting the President's first annual report and recommendations under the act will carry out the comparability principle, aid the Government in recruiting and retaining the well-qualified staff necessary for successful execution of essential Federal programs, and fulfill the pledge to Federal employees inherent in the statute.

As shown in the report forwarded with the President's message, the cost of the proposed schedules over the cost of the second schedules of the Federal Salary Reform Act would be \$254 million in fiscal year 1964.

The Bureau of the Budget advises that there would be no objection to the submission of the proposal to Congress as enactment would be in accord with the administration's program.

By direction of the Commission:

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*



## STATEMENT OF PURPOSE AND JUSTIFICATION

The draft bill would carry out recommendations in the President's message to Congress of April 29, forwarding the first annual comparison of Federal salaries with the salaries paid in private enterprise, as provided in section 503 of the Federal Salary Reform Act of 1962.

The joint report of the Director of the Bureau of the Budget and the Chairman of the Civil Service Commission, prepared pursuant to Executive Order 11073 and forwarded with the President's message, includes (1) a summary of the findings in the Bureau of Labor Statistics 1962 report of its survey of private enterprise salaries, (2) the comparison of Federal salaries with those reported in private enterprise, and (3) proposed salary schedules, for the four statutory systems concerned, which would carry out the statutory policy of comparability between Federal and private-enterprise pay levels. The four systems are those of the Classification Act, the postal field service, the Foreign Service, and physicians, dentists, and nurses in the Department of Medicine and Surgery of the Veterans' Administration.

The President recommended that these schedules be made effective in January 1964 in place of those now in the Federal Salary Reform Act which would otherwise go into effect at that time. The draft bill incorporates the schedules and related provisions which would carry out the President's recommendation. The schedules would provide a full 10-rate range for the higher Classification Act and postal grades to the extent consistent with the single rate proposed for grade GS-18. This proposal, which was also made last year, would improve the structure of the schedules by extending to the higher grades the advantages of the 30-percent range of rates now in effect for the lower grades.

Pending adjustments in top executive pay, the Federal Salary Reform Act established a \$20,000 ceiling salary for grade GS-18, rather than the \$24,500 rate the President had recommended. As one result of the \$20,000 ceiling, the salaries set by the act for all grades above GS-7 were depressed below the comparability salary levels of the schedules the President had proposed in February 1962. The schedules now proposed would bring up to full comparability the salary rates for the first 15 Classification Act grades and corresponding portions of the other statutory schedules, an objective of primary importance. At these levels, the schedules take into account both the general national pay rise in the period 1961-62 and also the increases necessary to overcome the below-1961-comparability rates for grades above GS-7 in the January 1964 schedules enacted in the Salary Reform Act.

There is no attempt to achieve comparability with private enterprise in the proposed rates for grades above GS-15. The rates at these higher grades merely maintain, to the extent consistent with a single rate at GS-18, the internal alinement pattern established for grades GS-1 through GS-15, and the rates are considerably below the rates paid for similar levels in 19 large companies studied by the Civil Service Commission. (The Bureau of Labor Statistics does not survey rates above GS-15.) The draft bill takes account of relationships with top executive pay by providing that proposed rates above \$20,000 in all four statutory schedules would go into effect only upon adjustments in top executive pay, at which time they would take effect automatically.

In presenting his recommendations to Congress the President said: "It is highly desirable, in the interests of equity and the solution of pressing problems in professional and administrative staffing, to achieve full comparability rates for all grades as soon as possible." This need is clearly demonstrated by the gap between salaries of top Federal grades and those of corresponding responsibility levels in major private firms shown by the recent Civil Service Commission study that has been mentioned.

The Commission's study was initially made in 1960 and brought up to date in December 1962. The updated study covered 88 positions, all below corporate officer rank, in 19 very large firms. Findings show a middle rate of \$28,000 for 51 positions equivalent to Federal grade GS-16, which now has a salary range of \$16,000-\$18,000; a middle rate of \$35,500 for 27 positions equivalent to grade GS-17, which now has a salary range of \$18,000-\$20,000; and a middle rate of \$44,500 for 10 positions equivalent to grade GS-18, which now has a single rate of \$20,000. Although the salaries paid in this small sample of private firms do not represent national averages, the study findings confirm that the rates proposed in the draft bill are modest and they are illustrative of the importance placed by leading American companies on adequate compensation at the higher career levels. Even though it is not proposed to bring Federal salaries up to the rates shown for the small sample of firms studied, to achieve the objective of full comparability with national average private-enterprise levels for all Federal grades, including those above GS-15, will ultimately require establishment of a full salary range for grade GS-18 extending several thousand dollars above the single rate now proposed for January 1964.

The recommended Classification Act schedule would result in an average salary increase of 4.7 percent over the Salary Reform Act schedule for January 1964. This includes increases necessary to overcome the lag of the January 1964 schedule behind comparability levels. If the 1964 schedule in the act were fully comparable with private enterprise levels shown in the 1961 Bureau of Labor Statistics report, however, the schedule now recommended on the basis of the 1962 report findings would produce an average salary increase of only about 3 percent. This is the increase attributable to the rise in private-enterprise salary levels between the 1961 and 1962 reports of Bureau of Labor Statistics surveys of private-enterprise pay for professional, administrative, technical, and clerical occupations. The 3-percent average increase would also parallel the 3-percent median wage adjustment negotiated in 1962 in major collective bargaining situations, as reported by the Bureau of Labor Statistics.

Included in the draft bill are several improvements in existing salary systems. A proposed provision to permit appointment above the minimum rate of Classification Act grades in consideration of an individual's existing salary or special qualifications parallels a provision recommended by the President in 1962 but not enacted. The current proposal, however, is limited to grades GS-13 and above, where such flexibility would be especially valuable. Reform of the pay of postmasters in fourth-class post offices is also proposed. Their pay would become a pro rata amount of PFS-5 salaries, based on the establishment by the Postmaster General of hours of service of postmasters in these small offices. A number of technical changes are also proposed in the several salary statutes. Finally, the existing



limit of \$19,000 on pay of seven positions in the National Aeronautics and Space Council would be changed to a limit of the top rate of GS-18 to be consistent with current practice for all similar groups.

Provisions of the draft bill would carry out the statutory principle of comparability between Federal and private-enterprise salaries. Enactment will materially aid the Government in obtaining and retaining the high-quality personnel necessary to carry on essential national programs efficiently and effectively. Of special importance is this first annual salary review under the new Reform Act is this point: Enactment will keep faith with the more than 1½ million Federal employees whose pay is set by these statutory salary schedules. Now that we have adopted the principle of comparability, we must live up to it.

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U.S. CIVIL SERVICE COMMISSION,  
*Washington, D.C., July 25, 1963.*

HON. JOHN W. McCORMACK,  
*Speaker of the House of Representatives.*

DEAR MR. SPEAKER: After I had transmitted with my letter of May 16, 1963, proposed legislation to carry out the President's recommendations for adjusting statutory salary schedules pursuant to the provisions of the Federal Salary Reform Act of 1962, there came to my attention an additional problem affecting the top salary structure for scientists and engineers. Accordingly, I am transmitting with this letter a proposed draft of an additional section and request that it be added to the pending pay adjustment bill. There are also enclosed an analysis of the provisions of the proposed new section and a statement of purpose and justification.

The supplemental proposal would permit free use of the within-grade rates for grades 16, 17, and 18 of the general schedule of the Classification Act for those groups of critically needed engineers, scientists, and medical personnel exempted from statutory limitations on the numbers of positions which may be placed in these grades. The groups of positions concerned would no longer be subject to the Classification Act provisions on the use of within-grade rates. Current provisions require, for example, new appointments to be made at the entrance rate of the grade, advancement to the next higher rate at the end of prescribed periods unless an individual has not been performing at an acceptable level of competence, a salary increase on promotion equivalent to two within-grade increases, and salary retention in most cases of reductions in grade.

A few examples will illustrate the advantages to the Government of the proposed exemption from current within-grade pay provisions in the top levels of the occupations concerned. For one thing, it would be possible to offer an urgently needed, specially qualified research scientist more than the minimum rate of a grade in order to enable the Government to obtain his services (a general authority, to hire highly qualified or specially needed persons at rates above the minimums in grades GS-13 through GS-18 in all occupations, is also included in the draft bill transmitted on May 16). In addition, it would become possible to establish in a scientific agency additional salary scales within these grades to recognize more than the three gradations of advanced scientific assignments that can now be recognized by grades 16, 17, and 18. In this connection, the salary of



individuals in lower level assignments within a grade could be held indefinitely, without any stigma, below rates designated solely for upper level assignments in the grade; and persons appointed to an upper level assignment within a grade could be paid immediately at designated upper level rates rather than the minimum of the grade. Regulations issued by the President or an agency he designated would coordinate pay practices among the various research and development agencies.

The proposed salary flexibility is highly desirable in the Government's present extensive, large-scale research and development activities. It would be similar to, but somewhat less complete than, the free use of rates between the minimum of grade GS-16 and the maximum of grade GS-18 already permitted under special statutes for many other positions in the same critical occupations. Together with these existing authorities, it would provide administrators of essential scientific programs a degree of discretion in the use of statutory salary schedules more commensurate with their responsibility for the success of the programs entrusted to them.

The cost of the proposal would be small in proportion to its potential benefits to the Government. The added cost is estimated to be less than \$200,000 a year and less than \$100,000 during fiscal year 1964.

I am authorized to state that enactment would be in accord with the administration's program.

By direction of the Commission:

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*

#### ANALYSIS OF PROPOSED SECTION

Section 103: This section excludes from the Classification Act provisions for fixing the specific salary rates payable to individual employees in those positions which are exempted from the numerical limitations on grade GS-16, GS-17, and GS-18 positions in subsections (b) and (j) of section 505 of the act. Subsections (b) and (j) exempt from their numerical limitations "professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine." The President, or an agency or agencies that he might designate, would be authorized to issue regulations on such matters as rate within the grade payable on initial appointment or promotion, advancement within the grade, and salary retention on reduction in grade; and could prescribe for individual positions or groups of positions, if desired, rate ranges narrower than those of the statutory schedule of the Classification Act. Except in the case of a reduction in grade, in which case the rate in the grade from which reduced could be retained, all rates would be within the salary range for the grade of the position concerned, as established either by the general schedule or under section 504 of the act.

#### STATEMENT OF PURPOSE AND JUSTIFICATION

The proposed draft would permit more advantageous use of within-grade rates for grades 16, 17, and 18 of the general schedule for critically needed engineers, scientists, and medical personnel now exempted from numerical limitations on positions in these grades.

It is anticipated that the regulations to be issued by the President would provide for more specific salary ranges to be designed, within the otherwise appropriate ranges of the grades, for specific scientific positions in specific research and development programs; and for less standard, more particularized use of the rates within the range for a position in relation to the accomplishments and contributions of the individual scientist.

Research and development activities would thus be permitted a degree of salary adaptability highly desirable in the Government's present extensive, large-scale research and development programs. The proposed flexibility is similar to, but somewhat less complete than, the free use of rates between the minimum of GS-16 and the maximum of GS-18 already permitted under special statutes for many other positions in these occupations.

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EXECUTIVE OFFICE OF THE PRESIDENT,  
BUREAU OF THE BUDGET,  
Washington, D.C., April 29, 1964.

HON. TOM MURRAY,  
*Chairman, Committee on Post Office and Civil Service,  
House of Representatives, Washington, D.C.*

DEAR MR. CHAIRMAN: This letter is in response to your request of April 28, 1964, for a report on H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes. The bill would provide for adjustment of civilian career salaries on a basis which is consistent with the comparability principles of the Federal Salary Reform Act of 1962. The bill would also provide increases within a rationalized salary structure for top executive positions in the Federal Government. We believe that a clear case has been made to support the need for and the merit of substantial adjustments in pay for those positions.

It is the President's view that enactment of pay legislation at this session of Congress—to use his words—“reaches into the very essence of urgency if this Government means to retain excellence and quality.” As he stated in a recent press conference, it is one of five measures to which he attaches the highest legislative priority for this session.

I am authorized to advise you that enactment of legislation (1) which preserves and extends the principle of comparability in salary for career employees; (2) which establishes fair and defensible inter-relationships among executive, legislative, and judicial pay; and (3) which adopts higher top salary levels would be in accord with the program of the President.

Upon receipt of your invitation to appear before the committee, the Bureau reviewed the record of earlier testimony. We believe that we have no new materials to present and, in order to conserve the committee's time, I request that this report be accepted in lieu of a further appearance before the committee in executive session on April 30. If, however, there are additional matters upon which the committee wishes our views or the compilation of factual material, the Bureau will respond at once.

Sincerely,

ELMER B. STAATS, *Deputy Director.*



U.S. CIVIL SERVICE COMMISSION,  
Washington, D.C., April 29, 1964.

Hon. TOM MURRAY,  
*Chairman, Committee on Post Office and Civil Service,*  
*House of Representatives, Cannon House Office Building.*

DEAR MR. CHAIRMAN: This is in response to your request of April 28, 1964, for a report on H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

H.R. 11049 is a comprehensive measure which contains important reform provisions and makes needed increases in the salary rates and schedules for officers and employees of the Federal Government in the executive, legislative, and judicial branches. Major provisions are mentioned below.

Title I of the bill provides new salary schedules for the Classification Act, the postal field service, the Foreign Service, and the Department of Medicine and Surgery of the Veterans' Administration. The maximum salary for the top grade, GS-18, of the Classification Act is \$24,500, and for the Postal Field Service Schedule it is \$24,445. Rates within and among all salary schedules for the four systems referred to are properly coordinated and related. The salary provisions also cover employees of the Agricultural Stabilization and Conservation county committees, include a newly revised formula for computing pay, and provide for a 10-percent absorption of costs of the increase by the departments, agencies, establishments, and corporations in the executive branch. Notable and highly desirable reforms are made in the method of fixing rates of compensation for postmasters including postmasters of fourth-class offices.

Title II relates to Federal legislative salaries. For officers and employees generally, the highest rate which may be paid is the maximum rate of grade GS-18 of the Classification Act. The compensation of the heads and assistant, or deputy heads, and certain other top officials of agencies in the legislative branch are specifically stated, for example, the compensation of the Comptroller General is fixed at \$30,000, the Assistant Comptroller General is fixed at \$29,000, and the Librarian of Congress, the Public Printer, and the Architect of the Capitol at the rate of \$28,000 per annum. The compensation of Members of Congress and the Resident Commissioner from Puerto Rico is at the rate of \$30,000 and the Speaker of the House of Representatives at the rate of \$43,000 per annum.

Title III, relating to Federal executive salaries, provides a six-level Federal Executive Salary Schedule with per annum rates of \$32,500, \$30,000, \$29,000, \$28,000, \$27,000, and \$26,000 for levels I, II, III, IV, V, and VI, respectively. The positions to be in levels I, II, and III are specified in the bill. Members of those boards and commissions, the chairmen of which are placed in level III of the Executive Salary Schedule by the bill, are to be placed in level IV.

The compensation of the Vice President is set at \$43,000 per annum. Compensation of the Commissioners of the District of Columbia, the judges of the District of Columbia court system, the Superintendent and Deputy Superintendent of Schools and the Fire Chief and Chief of Police are also increased.



Title IV adjusts salaries of officers and employees in or under the judicial branch of the Government. The salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court are increased to \$43,000 and \$42,500, respectively. The salaries of circuit and district court judges are increased to \$33,000 and \$30,000, respectively, and judges of other specified courts are increased in the same order. Adjustments are also made in the salaries of full-time and part-time referees in bankruptcy, commissioners of the Court of Claims, the Director and Deputy Director of the Administrative Office of the U.S. Courts, secretaries and law clerks of circuit and district court judges, and other specified groups.

Title V, effective dates, provides that the act becomes effective on the first day of the first pay period which begins on or after the date of enactment, except that (1) increases in compensation for Members of Congress become effective at noon on January 3, 1965, and (2) no rate of compensation which equals or exceeds \$22,000 per annum and no rate of compensation which is less than \$22,000 per annum shall be increased, by reason of the act, to an amount per annum in excess of \$22,000 until the first day of the first pay period which begins on or after January 1, 1965.

This bill rationalizes and simplifies the salary levels in the executive, legislative, and judicial branches; it provides badly needed improvement in the salaries of top level positions in the Government and, very importantly, its enactment would reaffirm congressional support for the principles stated in the Federal Salary Reform Act of 1962.

I appreciate your invitation of April 28 to appear before the committee in executive session on April 30 to discuss this legislation. I believe that my previous testimony and this report adequately cover the views of the Commission and that it is not necessary for me to take the committee's time with further presentation in support of this legislation.

The Bureau of the Budget advises that there would be no objection to the submission of this report and that enactment of legislation to provide essential increase in career and executive pay would be in accordance with the administration's program.

By direction of the Commission:

Sincerely yours,

JOHN W. MACY, Jr., *Chairman.*



## CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

In compliance with clause 3 of rule XIII of the Rules of the House of Representatives, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italic, existing law in which no change is proposed is shown in roman):

### FEDERAL SALARY REFORM ACT OF 1962

\* \* \* \* \*

SEC. 504. (a) Whenever the President shall find that the salary rates in private enterprise for one or more occupations in one or more areas or locations are so substantially above the salary rates of statutory pay schedules as to handicap significantly the Government's recruitment or retention of well-qualified persons in positions compensated under (1) section 603(b) of the Classification Act of 1949, as amended (5 U.S.C. 1113(b)), (2) the provisions of part III of title 39, United States Code, relating to personnel in the postal field service, (3) the pay scales for physicians, dentists, and nurses in the Department of Medicine and Surgery of the Veterans' Administration under chapter 73 of title 38, United States Code, or (4) sections 412 and 415 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867 and 870), he may establish for such areas or locations higher minimum rates of basic compensation for one or more grades or levels, occupational groups, series, classes, or subdivisions thereof, and may make corresponding increases in all step rates of the salary range for each such grade or level: *Provided*, That in no case shall any minimum salary rate so established exceed the seventh salary rate prescribed by law for the grade or level. The President may authorize the exercise of the authority conferred upon him by this section by the Civil Service Commission or, in the case of employees not subject to the civil service laws and regulations, by such other agency or agencies as he may designate.

(b) Within the limitations specified in subsection (a), rates of basic compensation established under such subsection may be revised from time to time by the President or by such agency or agencies as he may designate. Such actions or revisions shall have the force and effect of law.

(c) Any increase in rate of basic compensation established under this section shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701(a) of the Classification Act of 1949, as amended, and section 3552 of title 39 of the United States Code.

(d) *The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date*



*of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate.*

## CLASSIFICATION ACT OF 1949

\* \* \* \* \*

### TITLE V—AUTHORITY AND PROCEDURE

\* \* \* \* \*

SEC. 505. (a) \* \* \*

(b) Subject to subsections (c), (d), (e), (f), (g), and (j) of this section, a majority of the Civil Service Commissioners are authorized to establish and, from time to time, revise the maximum numbers of positions (not to exceed an aggregate of twenty-four hundred, in addition to any professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine, *examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010)*, and positions placed under this Act pursuant to section 309 of the *Federal Executive Salary Act of 1964*, which may be placed in such grades) which may be in grades 16, 17, and 18 of the General Schedule at any one time, except that under such authority—

(1) not to exceed 25 per centum of such aggregate number may be placed in grade 17 and not to exceed 12 per centum of such aggregate number may be placed in grade 18;

(2) fifty of such positions shall be available only for allocation, with the approval of the President, for agencies or functions created after the date of enactment of this subparagraph;

(3) fourteen of such positions shall be available only for allocation to the United States Arms Control and Disarmament Agency;

(4) six of such positions shall be available only for allocation to the Immigration and Naturalization Service of the Department of Justice; and

(5) Four of such positions shall be available only for allocation to the Federal Home Loan Bank Board.

\* \* \* \* \*

Sec. 603. (a) \* \* \*

[(b) The compensation schedules for the General Schedule shall be as follows:

## [COMPENSATION SCHEDULE I

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act, and ending immediately prior to the applicable initial effective date of Compensation Schedule II set forth below)

| Grade | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|-------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1  | \$3,245                   | \$3,350 | \$3,455 | \$3,560 | \$3,665 | \$3,770 | \$3,875 | \$3,980 | \$4,085 | \$4,190 |
| GS-2  | 3,560                     | 3,665   | 3,770   | 3,875   | 3,980   | 4,085   | 4,190   | 4,295   | 4,400   | 4,505   |
| GS-3  | 3,820                     | 3,925   | 4,030   | 4,135   | 4,240   | 4,345   | 4,450   | 4,550   | 4,705   | 4,830   |
| GS-4  | 4,110                     | 4,250   | 4,390   | 4,530   | 4,670   | 4,810   | 4,950   | 5,090   | 5,230   | 5,370   |
| GS-5  | 4,565                     | 4,725   | 4,885   | 5,045   | 5,205   | 5,365   | 5,525   | 5,685   | 5,845   | 6,005   |
| GS-6  | 5,035                     | 5,205   | 5,375   | 5,545   | 5,715   | 5,885   | 6,055   | 6,225   | 6,395   | 6,565   |
| GS-7  | 5,540                     | 5,725   | 5,910   | 6,095   | 6,280   | 6,465   | 6,650   | 6,835   | 7,020   | 7,205   |
| GS-8  | 6,090                     | 6,295   | 6,500   | 6,705   | 6,910   | 7,115   | 7,320   | 7,525   | 7,730   | 7,935   |
| GS-9  | 6,675                     | 6,900   | 7,125   | 7,350   | 7,575   | 7,800   | 8,025   | 8,250   | 8,475   | 8,700   |
| GS-10 | 7,290                     | 7,535   | 7,780   | 8,025   | 8,270   | 8,515   | 8,760   | 9,005   | 9,250   | 9,495   |
| GS-11 | 8,045                     | 8,310   | 8,575   | 8,840   | 9,105   | 9,370   | 9,635   | 9,900   | 10,165  | -----   |
| GS-12 | 9,475                     | 9,790   | 10,105  | 10,420  | 10,735  | 11,050  | 11,365  | 11,680  | 11,995  | -----   |
| GS-13 | 11,150                    | 11,515  | 11,880  | 12,245  | 12,610  | 12,975  | 13,340  | 13,705  | 14,070  | -----   |
| GS-14 | 12,845                    | 13,270  | 13,695  | 14,120  | 14,545  | 14,970  | 15,395  | 15,820  | 16,245  | -----   |
| GS-15 | 14,565                    | 15,045  | 15,525  | 16,005  | 16,485  | 16,965  | 17,445  | 17,925  | -----   | -----   |
| GS-16 | 16,090                    | 16,500  | 17,000  | 17,500  | 18,000  | -----   | -----   | -----   | -----   | -----   |
| GS-17 | 18,090                    | 18,500  | 19,000  | 19,500  | 20,000  | -----   | -----   | -----   | -----   | -----   |
| GS-18 | 20,000                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

## COMPENSATION SCHEDULE II

(To be effective on the first day of the first pay period beginning on or after January 1, 1964, and thereafter

| Grade | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|-------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1  | \$3,305                   | \$3,410 | \$3,515 | \$3,620 | \$3,725 | \$3,830 | \$3,935 | \$4,040 | \$4,145 | \$4,250 |
| GS-2  | 3,620                     | 3,725   | 3,830   | 3,935   | 4,040   | 4,145   | 4,250   | 4,355   | 4,460   | 4,565   |
| GS-3  | 3,880                     | 3,985   | 4,090   | 4,195   | 4,300   | 4,405   | 4,525   | 4,650   | 4,775   | 4,900   |
| GS-4  | 4,215                     | 4,355   | 4,495   | 4,635   | 4,775   | 4,915   | 5,055   | 5,195   | 5,335   | 5,475   |
| GS-5  | 4,690                     | 4,850   | 5,010   | 5,170   | 5,330   | 5,490   | 5,650   | 5,810   | 5,970   | 6,130   |
| GS-6  | 5,235                     | 5,410   | 5,585   | 5,760   | 5,935   | 6,110   | 6,285   | 6,460   | 6,635   | 6,810   |
| GS-7  | 5,795                     | 5,990   | 6,185   | 6,380   | 6,575   | 6,770   | 6,965   | 7,160   | 7,355   | 7,550   |
| GS-8  | 6,390                     | 6,600   | 6,810   | 7,020   | 7,230   | 7,440   | 7,650   | 7,860   | 8,070   | 8,280   |
| GS-9  | 7,030                     | 7,260   | 7,490   | 7,720   | 7,950   | 8,180   | 8,410   | 8,640   | 8,870   | 9,100   |
| GS-10 | 7,690                     | 7,945   | 8,200   | 8,455   | 8,710   | 8,965   | 9,220   | 9,475   | 9,730   | 9,985   |
| GS-11 | 8,410                     | 8,690   | 8,970   | 9,250   | 9,530   | 9,810   | 10,090  | 10,370  | 10,650  | -----   |
| GS-12 | 9,980                     | 10,310  | 10,640  | 10,970  | 11,300  | 11,630  | 11,960  | 12,290  | 12,620  | -----   |
| GS-13 | 11,725                    | 12,110  | 12,495  | 12,880  | 13,265  | 13,650  | 14,035  | 14,420  | 14,805  | -----   |
| GS-14 | 13,615                    | 14,065  | 14,515  | 14,965  | 15,415  | 15,865  | 16,315  | 16,765  | 17,215  | -----   |
| GS-15 | 15,665                    | 16,120  | 16,695  | 17,210  | 17,725  | 18,240  | 18,755  | 19,270  | -----   | -----   |
| GS-16 | 16,000                    | 16,500  | 17,000  | 17,500  | 18,000  | -----   | -----   | -----   | -----   | -----   |
| GS-17 | 18,000                    | 18,500  | 19,000  | 19,500  | 20,000  | -----   | -----   | -----   | -----   | -----   |
| GS-18 | 20,000                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

(b) *The compensation schedule for the General Schedule shall be as follows:*

| Grade      | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1-----  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2-----  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3-----  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4-----  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5-----  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6-----  | 5,505                     | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7-----  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8-----  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9-----  | 7,210                     | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10----- | 7,840                     | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11----- | 8,560                     | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12----- | 10,200                    | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13----- | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14----- | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15----- | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16----- | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17----- | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18----- | 24,500                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

## TITLE VIII—GENERAL COMPENSATION RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, *except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose.*

## TITLE XI—GENERAL PROVISIONS

[Sec. 1105. (a) Except as provided in subsection (b)—

[(1) titles VI, VII, VIII, and XII shall take effect on the first day of the first pay period which begins after the date of enactment of this Act;

[(2) all other provisions of this Act shall take effect upon enactment.

[(b) With respect to any position which, immediately prior to the date of enactment of this Act, is not subject to the Classification Act of 1923, as amended (including positions in grade 9 of the professional and scientific service or in grade 16 of the clerical, administrative, and fiscal service referred to in section 13 of such Act), but to which this Act applies, this Act shall take effect on a date specified by the Commission, but not later than the first day of the first pay period which begins after six months following the date of enactment of this Act. An officer or employee occupying any such position on such effective date, and receiving basic compensation at a rate in excess of the appropriate rate of the grade in which such position is placed, shall continue to receive basic compensation without change in rate until (1) he leaves such position, or (2) he is entitled to receive basic compensation at a higher rate by reason of the operation of title V or VII. When such



position is vacated by such officer or employee, the rate of basic compensation of any subsequent appointee shall be fixed in accordance with this Act: *Provided*, That with respect to employees of local boards and appeal boards of the Selective Service System this Act shall not take effect before the first day of the first pay period which begins one year following the date of enactment of this Act.

[(c) Employees of the Bureau of Engraving and Printing to whom section 202(7) applies shall continue to receive compensation at the rates prescribed for the Clerical-Mechanical Service by the Classification Act of 1923, as amended, until their compensation shall have been fixed in accordance with the provisions of such section.]

*SEC. 1105. The provisions of section 507, title VII, and title VIII of this Act shall not apply to professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine placed in grades 16, 17, and 18 of the General Schedule in accordance with subsection (b) or subsection (j) of section 505. The President or an agency or agencies that he designates shall issue regulations governing the rate of basic compensation within the grade to be received by any officer or employee occupying, appointed to, or promoted to, such a position, and, in the case of reduction in grade, may issue regulations governing retention of the rate to which the officer or employee was entitled immediately before reduction.*

## SECTION 604(d)(3) OF THE FEDERAL EMPLOYEES PAY ACT OF 1945, AS AMENDED (5 U.S.C. 944(c)(3))

[(3) All rates shall be computed in full cents, counting a fraction of a cent as the next higher cent.]

(3) *In the computation of rates, all remaining fractions of a cent shall be eliminated.*

## TITLE 39, UNITED STATES CODE

### CHAPTER 1—DEFINITIONS AND APPLICATION

Sec.

1. Definitions.
2. Application.

#### § 1. Definitions

As used in this title—

“Department” means the Post Office Department, continued by section 301 of this title, and the postal field service of the Post Office Department;

“postal field service” or “field postal service” includes all operations and organization units of the Department, other than the departmental operations and organization units in the headquarters offices of the Department at the seat of the Government, and includes postal inspectors assigned to the headquarters offices of the Department at the seat of the Government;

“departmental service” means the administrative headquarters of the Department and its branches as distinguished from the postal field service;

“revenue of the Department” means all funds of the United States, other than trust funds, received by the Department from any source

in the exercise of any power or function vested in it, including, but not limited to—

(i) unclaimed money in dead letters for which an owner cannot be found;

(ii) unclaimed money taken from the mail by robbery, theft, or otherwise, which may come into the hands of an agent or employee of the United States or any other person;

(iii) fines, penalties, and forfeitures, imposed for a violation of the postal laws, except such part as may by law belong to the informer or party prosecuting for the same;

(iv) money derived from the sale of wastepaper or other public property of the Department;

(v) commissions on toll telephones located in buildings under the custody of the Department;

(vi) amounts collected from officers and employees of the Department on account of payments to them by courts of witness fees and allowances for expenses of travel and subsistence in cases in which they have been subpoenaed to testify in private litigation in their official capacities or to produce official records;

(vii) money recovered or collected on account of loss of first-class domestic registered matter which is not restored to the original [owners.] owners;

*"revenue unit" means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title.*

\* \* \* \* \*

### CHAPTER 3—ORGANIZATION

Sec.

- 301. Post Office Department.
- 302. Postmaster General.
- 303. Seal.
- 304. Deputy Postmaster General.
- 305. Assistant Postmasters General.
- 306. Advisory board.
- 307. General Counsel.
- [308. Chief Postal Inspector.]
- 308a. Judicial Officer.
- 309. Delegation of authority.

\* \* \* \* \*

#### [§ 308. Chief Postal Inspector

[The annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department is \$19,000.]

\* \* \* \* \*

### CHAPTER 7—POST OFFICES

Sec.

- 701. Establishment and discontinuance of post offices.
- 702. Classes of post offices.
- 703. Distributing offices; clerk hire.
- 704. Reimbursement for equipment on discontinuance of office.
- 705. Branch post offices and stations.
- 706. Postal agencies in other countries.
- 707. Hours of service.
- 708. Box rents to be prepaid.
- 709. Arrival and departure of mail.
- 710. Making up mail.
- [711. Method of determining gross receipts.]
- 712. Armed Forces postal clerks.

\* \* \* \* \*



**[§ 702. Classes of post offices**

[At the beginning of each fiscal year, the Postmaster General shall divide post offices into four classes on the basis of gross annual postal receipts for the preceding calendar year. He shall place in the first class those post offices at which those receipts are \$40,000 or more. He shall place in the second class those post offices at which those receipts are \$8,000 or more, but less than \$40,000. He shall place in the third class those post offices at which those receipts are \$1,500 or more, but less than \$8,000. He shall place in the fourth class those offices at which those receipts for each of two consecutive calendar years are less than \$1,500, or where in any calendar year those receipts are less than \$1,400.]

**§ 702. Classes of post offices**

(a) *Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but less than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but less than 190 revenue units. He shall place in the fourth class those post offices having less than 36 revenue units.*

(b) *The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—*

*(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;*

*(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and*

*(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.*

(c) *Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section.*

\* \* \* \* \*

**§ 704. Reimbursement for equipment on discontinuance of office**

The Postmaster General shall reimburse, on a fair and equitable basis, the postmaster of any discontinued post office [of the first, second or third class] (other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis) for equipment and fixtures that were—

(1) furnished by the postmaster;

(2) necessary to the efficient operation of the post office; and

(3) in use in the post office at the time of discontinuance.

\* \* \* \* \*



**§ 711. Method of determining gross receipts**

[(a) In determining gross receipts at post offices of the fourth class, the Postmaster General shall allow credit only for the postage collected in addition to the regular rate on business reply cards and letters in business reply envelopes delivered at those offices.

[(b) The gross receipts do not include money received for—

[(1) setting meters for patrons beyond the area served by his office unless authorized by the Department;

[(2) stamps, stamped envelopes and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

[(3) stamps, stamped envelopes and postal cards sold for mailing matter diverted from other offices, and mailings of matter so diverted without stamps affixed.

[(c) The part of the gross postal receipts of a post office, that are determined in accordance with estimates of the Postmaster General to be attributable to the increases in postage rates provided by any Act of Congress enacted on or after May 27, 1958, may not be counted for the purpose of determining the classes of the respective post offices and the compensation and allowances of postmasters and other employees whose compensation or allowances are based on the annual gross receipts of such post offices. This section does not operate to relegate a post office to a class or receipts category below the class or receipts category to which it may be assigned on the basis of gross postal receipts accruing during the last complete calendar year prior to May 27, 1958, or, in the case of a post office which was in existence on that date but which was not in existence during the whole of that calendar year, on the basis of gross postal receipts accruing during the last quarter prior to May 27, 1958.]

\* \* \* \* \*

**CHAPTER 21—CONTRACTS**

\* \* \* \* \*

**§ 2009. Contracts for delivery of special delivery mail**

The Postmaster General, when he deems it expedient, may contract for the immediate delivery of all special delivery mail from any post office at any price less than [eight cents per piece] *the fees established pursuant to section 6007 (a) of this title.*

\* \* \* \* \*

**CHAPTER 23—PROPERTY**

\* \* \* \* \*

**§ 2102. Leases**

(a) Notwithstanding any other provision of law the Postmaster General may lease, on such terms as he deems appropriate, real property necessary in the conduct of the affairs of the Department.

(b) The term of a lease may not exceed twenty years when made for quarters—

[(1) for post offices of the first, second and third classes;]

(1) *for post offices at which the postmaster does not furnish quarters on an allowance basis;*

(2) for terminal railway post offices; and

(3) at public airports.

\* \* \* \* \*

## CHAPTER 45—COMPENSATION IN THE POSTAL FIELD SERVICE

## POSITIONS

## Sec.

- 3501. Ranking of positions.
- 3502. Appeals to Civil Service Commission.
- 3511. Key positions.
- 3512. Positions in salary level 1.
- 3513. Positions in salary level 2.
- 3514. Positions in salary level 3.
- 3515. Positions in salary level 4.
- 3516. Positions in salary level 5.
- 3517. Positions in salary level 6.
- 3518. Positions in salary level 7.
- 3519. Positions in salary level 8.
- 3520. Positions in salary level 9.
- 3521. Positions in salary level 10.
- 3522. Positions in salary level 11.
- 3523. Positions in salary level 12.
- 3524. Positions in salary level 13.
- 3525. Positions in salary level 14.
- 3526. Positions in salary level 15.
- 3527. Positions in salary level 16.
- 3528. Positions in salary level 17.
- 3529. Positions in salary level 18.
- 3530. Positions in salary level 19.
- 3531. Positions in salary level 20.

## COMPENSATION AND ALLOWANCES

- 3541. Pay periods and computation of rates.
- 3542. Postal Field Service Schedule.
- 3543. Rural Carrier Schedule.
- [3544. Fourth Class Office Schedule.]**
- 3544. *Compensation of Postmasters at Fourth-Class Offices.*

## SALARY STEPS AND PROMOTIONS

- 3551. Appointments to positions in the postal field service.
- 3552. Automatic advancement by step-increases.
- 3553. Creditable service for advancement.
- 3554. Compensation of certain temporary employees.
- 3555. Reduction in salary step.
- 3556. Automatic advancement withheld.
- 3557. Automatic advancement of substitute employee deferred.
- 3559. Promotions.
- 3560. Salary protection.

## HOURS OF WORK AND OVERTIME

- 3571. Maximum hours of work.
- 3572. Minimum hours of work for hourly rate employees.
- 3573. Compensatory time, overtime, and holidays.
- 3574. Night work.
- 3575. Exemptions.
- 3576. Holiday service of rural carriers and employees assigned to road duty
- 3577. *Postmasters.*

## SPECIAL PROVISIONS FOR POSTAL TRANSPORTATION AND MOTOR VEHICLE SERVICES

- 3581. Road duty employees.
- 3582. Time credit for delay to trains and highway post offices.

## POSITIONS

## § 3501. Ranking of positions

(a) The Postmaster General shall define the various positions other than the key positions specified in sections 3511–3531 of this title



and the [standard positions of postmaster in a fourth class office and rural carrier] *standard position of rural carrier*. He shall assign each position to its appropriate salary level in the Postal Field Service Schedule. He shall ascertain the appropriate salary level of a position (1) by comparing the duties, responsibilities, and work requirements of the position with those of key positions described in sections 3511-3531 of this title, and (2) by ranking the position in relation to the key position most closely comparable in terms of the level of duties, responsibilities, and work requirements.

(b) In ranking positions, the Postmaster General shall apply the principle of equal pay for substantially equal work and give effect to substantial differences in difficulty of the work to be performed, in the degree of responsibility to be exercised, in the scope and variety of tasks involved, and in the conditions of performance.

(c) *The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions.*

(d) The Postmaster General's determinations under this section is the basis for the payment of compensation and for personnel transactions.

\* \* \* \* \*

### § 3513. Positions in salary level 2

\* \* \* \* \*

(c) [Clerk. Third class post office. (KP-4)] *Post office clerk. (KP-4)*

(1) Basic function.—Sorts incoming and dispatches outgoing mail for a small number of points of separation and destination; provides a limited number of services at public windows. *This office has less than 190 revenue units annually.*

(2) Duties and responsibilities.—

(A) Sorts incoming mail for general delivery, lock boxes, and one or more delivery routes.

(B) Postmarks and prepares mail for dispatch by train or other mail route; closes, locks, and affixes labels to pouches and mail sacks.

(C) Performs services at a public window, such as selling stamps, stamped envelopes, or other routine functions.

(D) As the needs of the service require, may perform other related duties incidental to the operation of the post office.

(3) Organizational relationships.—Reports to a postmaster.

\* \* \* \* \*

### § 3516. Positions in salary level 5

\* \* \* \* \*

(e) Postmaster[, small third class office]. (KP-18)

(1) Basic function.—Is responsible for all operations of a small [third class] post office, including actual performance of mail processing and window service, disbursement of funds and preparation



of required reports. This office has no employees other than the postmaster and a replacement to serve during his leave; has [annual receipts of approximately \$1,700] *approximately 40 revenue units annually*; has no rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Conducts the activities of the office in such manner as to provide prompt and efficient postal service to the patrons of the office.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail

(D) At a window delivers general delivery mail, issues and cashes money orders, delivers c.o.d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(E) Prepares and submits estimates of operating allowances as required.

(F) Makes deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills.

(G) Maintains required office records; prepares and submits necessary reports in accordance with instructions.

(H) Maintains files for the office.

(3) Organizational relationship.—Administratively responsible to a district manager.

§ 3517. Positions in salary level 6

\* \* \* \* \*

(b) Postmaster[, third class office]. (KP-20)

(1) Basic function.—Is responsible for all operations of a [third class] post office, including actual performance of mail processing and window services, disbursement of funds and preparation of required reports. This office has one part time clerical employee; has [annual receipts of approximately \$4,700] *approximately 110 revenue units annually*; has no rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Supervises and conducts the activities of the office in order to provide prompt and efficient postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations.

(D) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail.

(E) At a window delivers general delivery mail, issues and cashes money orders, delivers c.o.d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(F) Makes required deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills and makes salary disbursements.

(G) Prepares and submits annual estimates of manpower needs and operating allowances as required.

(H) Maintains required office records; prepares and submits necessary reports in accordance with instructions.

(I) Maintains files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.

### § 3518. Positions in salary level 7

\* \* \* \* \*

#### (b) Postmaster[, third class office]. (KP-22)

(1) Basic function.—Is responsible for all operations of a [third class] post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has two clerical employees and [annual receipts of approximately \$6,000] *approximately 140 revenue units annually*, and rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Supervises the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by the Department and Civil Service Regulations; selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees and is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, box-holders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window services; issues and cashes money orders; delivers; c.o.d. and customs mail; accepts and delivers parcel post, registered and insured mail; sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries, retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.



## § 3519. Positions in salary level 8

\* \* \* \* \*

**(b) Assistant postmaster[, small first class post office]. (KP-24)**

(1) Basic function.—Serves as the overall assistant to the postmaster, providing general direction and supervision over mails, finance, personnel, and other related activities. This office has approximately sixteen employees, [annual receipts of approximately \$63,000] *approximately 1,490 revenue units annually*, and eight carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate employees in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, second class office]. (KP-25)**

(1) Basic function.—Is responsible for all operations of a [second class] post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has approximately six employees, [annual receipts of approximately \$16,000] *approximately 380 revenue units annually*, and has rural delivery service within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Supervises and coordinates the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.



(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees; is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, box-holders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window service; issues and cashes money orders; delivers c.o.d. and customs mails; accepts and delivers parcel post, registered and insured mail, sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries, retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.

#### § 3520. Positions in salary level 9

\* \* \* \* \*

##### (b) Postmaster [ , small first class office]. (KP-27)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately sixteen employees, [annual receipts of approximately \$63,000] *approximately 1,490 revenue units annually*, and city delivery service consisting of eight carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local banks; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.

#### § 3521. Positions in salary level 10

\* \* \* \* \*

##### (b) Postmaster[, first class office]. (KP-29)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately twenty-seven employees, [annual receipts of \$129,000] *approximately 3,060 revenue units annually*, and eleven city delivery and rural carrier routes within its jurisdiction.

##### (2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees; and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and



vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.

### § 3522. Positions in salary level 11

\* \* \* \* \*

#### (b) Postmaster[, first class office]. (KP-31)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately fifty-three employees, [annual receipts of \$314,000] *approximately 7,450 revenue units annually*, six Government-owned vehicle units, no classified stations, and twenty-five city and rural delivery routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees; and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares numerous reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.



### § 3523. Positions in salary level 12

\* \* \* \* \*

#### (b) Postmaster[, first class office]. (KP-33)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services. [This office has approximately seventy-two employees, annual receipts of \$797,000, six Government-owned vehicle units, no classified stations, and seventeen carrier routes within its jurisdiction.] *This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction.*

#### (2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a district manager.

### § 3524. Positions in salary level 13

\* \* \* \* \*

#### (b) Assistant postmaster[, first class office]. (KP-35)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. The office has approximately four hundred and fifty employees, [annual receipts of \$2,700,000] *approximately 64,000 revenue units annually*, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

## (2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction by key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

(c) **Postmaster** [first class office]. (KP-36)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including the direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one hundred and eighty employees, [annual receipts of \$1,000,000] *approximately 23,700 revenue units annually*, twenty-one Government-owned vehicle units, three classified stations, and sixty-five carrier routes within its jurisdiction.

## (2) Duties and responsibilities.—

(A) Organize the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.



(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a district manager.

#### § 3525. Positions in salary level 14

##### (a) Assistant postmaster[, first class office]. (KP-37)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately one thousand and two hundred employees, [annual receipts of \$8,460,000] *approximately 200,000 revenue units annually*, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

##### (2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationship with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.



**(b) Postmaster[, first class office]. (KP-38)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately four hundred and fifty employees, [annual receipts of \$2,700,000] *approximately 64,000 revenue units annually*, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

**§ 3526. Positions in salary level 15****(a) Assistant postmaster[, first class office]. (KP-39)**

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately three thousand two hundred employees, [annual receipts of \$16,900,000] *approximately 400,000 revenue units annually*, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with the employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(b) Postmaster[, first class office]. (KP-40)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations and branches. This office has approximately seven hundred employees, [annual receipts of \$4,470,000] *approximately 106,000 revenue units annually*, seventy-seven Government-owned vehicle units, eight classified stations and branches, and two hundred carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post



office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

### § 3527. Positions in salary level 16

\* \* \* \* \*

#### (b) Assistant postmaster[**, large first class office**]. (KP-42)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately eight thousand employees, [annual receipts of \$48,000,000] *approximately 1,000,000 revenue units annually*, four hundred Government-owned vehicle units, fifty classified stations and branches, and one thousand four hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

#### (c) Postmaster[**, first class office**]. (KP-43)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance,



buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one thousand two hundred employees, [annual receipts of \$8,460,000] *approximately 200,000 revenue units annually*, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

§ 3528. Positions in salary level 17

\* \* \* \* \*

(b) Assistant postmaster[, largest first class office]. (KP-45)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately twenty thousand employees, [annual receipts of \$140,000,000,] *approximately 2,500,000 revenue units annually*, one thousand one hundred Government-owned motor-vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and dis-

ciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, first class office]. (KP-46)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately three thousand two hundred employees, [annual receipts of \$16,900,000] *approximately 400,000 revenue units annually*, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post



office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

### § 3529. Positions in salary level 18

#### Postmaster[, large first class office]. (KP-47)

(1) Basic function.—Is responsible for all operations of a large [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately eight thousand employees, [annual receipts of \$48,000,000] *approximately 1,000,000 revenue units annually*, four hundred Government-owned vehicle units, fifty classified stations and branches, and one thousand four hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

### § 3530. Positions in salary level 19

#### Postmaster[, largest first class office]. (KP-48)

(1) Basic function.—Is responsible for all operations of one of the largest [first class] offices, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations and branches. This office has approximately twenty thousand employees, [annual receipts of \$140,000,000] *approximately 2,500,000 revenue units annually*, one thousand one



hundred Government-owned vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director.

\* \* \* \* \*

**§ 3541. Pay periods and computation of rates**

\* \* \* \* \*

[(f) Rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.]

(f) *In the computation of rates, all remaining fractions of a cent shall be eliminated.*

**§ 3542. Postal Field Service Schedule**

[(a) There are established basic compensation schedules for positions in the postal field service which shall be known as the Postal Field Service Schedules and for which the symbol shall be "PFS". Each such schedule shall be in effect for the period specified with respect to such schedule. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees within accordance with these schedules.]

## POSTAL FIELD SERVICE SCHEDULE I

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act, and ending immediately prior to the applicable initial effective date of the second PFS schedule set forth below)

| PFS | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1   | \$3,595                   | \$3,725 | \$3,855 | \$3,985 | \$4,115 | \$4,245 | \$4,375 | \$4,505 | \$4,635 | \$4,765 | \$4,895 | \$5,025 |
| 2   | 3,905                     | 4,040   | 4,175   | 4,310   | 4,445   | 4,580   | 4,715   | 4,850   | 4,985   | 5,120   | 5,255   | 5,390   |
| 3   | 4,230                     | 4,375   | 4,520   | 4,665   | 4,810   | 4,955   | 5,100   | 5,245   | 5,390   | 5,535   | 5,680   | 5,825   |
| 4   | 4,565                     | 4,725   | 4,885   | 5,045   | 5,205   | 5,365   | 5,525   | 5,685   | 5,845   | 6,005   | 6,165   | 6,325   |
| 5   | 4,965                     | 5,130   | 5,295   | 5,460   | 5,625   | 5,790   | 5,955   | 6,120   | 6,285   | 6,450   | 6,615   | 6,780   |
| 6   | 5,365                     | 5,545   | 5,725   | 5,905   | 6,085   | 6,265   | 6,445   | 6,625   | 6,805   | 6,985   | 7,165   | 7,345   |
| 7   | 5,805                     | 6,000   | 6,195   | 6,390   | 6,585   | 6,780   | 6,975   | 7,170   | 7,365   | 7,560   |         |         |
| 8   | 6,285                     | 6,495   | 6,705   | 6,915   | 7,125   | 7,335   | 7,545   | 7,755   | 7,965   | 8,175   |         |         |
| 9   | 6,805                     | 7,030   | 7,255   | 7,480   | 7,705   | 7,930   | 8,155   | 8,380   | 8,605   | 8,830   |         |         |
| 10  | 7,395                     | 7,640   | 7,885   | 8,130   | 8,375   | 8,620   | 8,865   | 9,110   | 9,355   | 9,600   |         |         |
| 11  | 8,045                     | 8,310   | 8,575   | 8,840   | 9,105   | 9,370   | 9,635   | 9,900   | 10,165  |         |         |         |
| 12  | 8,840                     | 9,135   | 9,430   | 9,725   | 10,020  | 10,315  | 10,610  | 10,905  | 11,200  |         |         |         |
| 13  | 9,725                     | 10,050  | 10,375  | 10,700  | 11,025  | 11,350  | 11,675  | 12,000  | 12,325  |         |         |         |
| 14  | 10,705                    | 11,060  | 11,415  | 11,770  | 12,125  | 12,480  | 12,835  | 13,190  | 13,545  |         |         |         |
| 15  | 11,780                    | 12,170  | 12,560  | 12,950  | 13,340  | 13,730  | 14,120  | 14,510  | 14,900  |         |         |         |
| 16  | 12,955                    | 13,385  | 13,815  | 14,245  | 14,675  | 15,105  | 15,535  | 15,965  |         |         |         |         |
| 17  | 14,260                    | 14,730  | 15,200  | 15,670  | 16,140  | 16,610  | 17,080  | 17,550  |         |         |         |         |
| 18  | 15,500                    | 16,000  | 16,500  | 17,000  | 17,500  | 18,000  | 18,500  |         |         |         |         |         |
| 19  | 16,750                    | 17,250  | 17,750  | 18,250  | 18,750  | 19,250  |         |         |         |         |         |         |
| 20  | 18,000                    | 18,500  | 19,000  | 19,500  |         |         |         |         |         |         |         |         |

## POSTAL FIELD SERVICE SCHEDULE II

(To be effective on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

| PFS | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1   | \$3,690                   | \$3,820 | \$3,950 | \$4,080 | \$4,210 | \$4,340 | \$4,470 | \$4,600 | \$4,730 | \$4,860 | \$4,990 | \$5,120 |
| 2   | 4,010                     | 4,145   | 4,280   | 4,415   | 4,550   | 4,685   | 4,820   | 4,955   | 5,090   | 5,225   | 5,360   | 5,495   |
| 3   | 4,345                     | 4,490   | 4,635   | 4,780   | 4,925   | 5,070   | 5,215   | 5,360   | 5,505   | 5,650   | 5,795   | 5,940   |
| 4   | 4,690                     | 4,850   | 5,010   | 5,170   | 5,330   | 5,490   | 5,650   | 5,810   | 5,970   | 6,130   | 6,290   | 6,450   |
| 5   | 5,085                     | 5,255   | 5,425   | 5,595   | 5,765   | 5,935   | 6,105   | 6,275   | 6,445   | 6,615   | 6,785   | 6,955   |
| 6   | 5,500                     | 5,685   | 5,870   | 6,055   | 6,240   | 6,425   | 6,610   | 6,795   | 6,980   | 7,165   | 7,350   | 7,535   |
| 7   | 5,950                     | 6,150   | 6,350   | 6,550   | 6,750   | 6,950   | 7,150   | 7,350   | 7,550   | 7,750   |         |         |
| 8   | 6,440                     | 6,655   | 6,870   | 7,085   | 7,300   | 7,515   | 7,730   | 7,945   | 8,160   | 8,375   |         |         |
| 9   | 6,965                     | 7,200   | 7,435   | 7,670   | 7,905   | 8,140   | 8,375   | 8,610   | 8,845   | 9,080   |         |         |
| 10  | 7,550                     | 7,900   | 8,150   | 8,400   | 8,650   | 8,900   | 9,150   | 9,400   | 9,650   | 9,900   |         |         |
| 11  | 8,410                     | 8,690   | 8,970   | 9,250   | 9,530   | 9,810   | 10,090  | 10,370  | 10,650  |         |         |         |
| 12  | 9,270                     | 9,575   | 9,880   | 10,185  | 10,490  | 10,795  | 11,100  | 11,405  | 11,710  |         |         |         |
| 13  | 10,210                    | 10,545  | 10,880  | 11,215  | 11,550  | 11,885  | 12,220  | 12,555  | 12,890  |         |         |         |
| 14  | 11,240                    | 11,610  | 11,980  | 12,350  | 12,720  | 13,090  | 13,460  | 13,830  | 14,200  |         |         |         |
| 15  | 12,370                    | 12,780  | 13,190  | 13,600  | 14,010  | 14,420  | 14,830  | 15,240  | 15,650  |         |         |         |
| 16  | 13,625                    | 14,075  | 14,525  | 14,975  | 15,425  | 15,875  | 16,325  | 16,775  |         |         |         |         |
| 17  | 15,000                    | 15,495  | 15,990  | 16,485  | 16,980  | 17,475  | 17,970  | 18,465  |         |         |         |         |
| 18  | 15,500                    | 16,000  | 16,500  | 17,000  | 17,500  | 18,000  | 18,500  |         |         |         |         |         |
| 19  | 16,750                    | 17,250  | 17,750  | 18,250  | 18,750  | 19,250  |         |         |         |         |         |         |
| 20  | 18,000                    | 18,500  | 19,000  | 19,500  |         |         |         |         |         |         |         |         |





## RURAL CARRIER SCHEDULE II

(To be effective for the period beginning on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

|                                                                            | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                           |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,080                   | \$2,180 | \$2,280 | \$2,380 | \$2,480 | \$2,580 | \$2,680 | \$2,780 | \$2,880 | \$2,980 | \$3,080 | \$3,180 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 77                        | 79      | 81      | 83      | 85      | 87      | 89      | 91      | 93      | 95      | 97      | 99      |
| For each mile of route over 30 miles.....                                  | 25                        | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS".

## RURAL CARRIER SCHEDULE

|                                                                            | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                           |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                   | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                        | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                        | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

## [§ 3544. Fourth Class Office Schedule

[(a) There are established basic compensation schedules which shall be known as the Fourth Class Office Schedules, and for which the symbol shall be "FOS", for postmasters in post offices of the fourth class. Each such schedule shall be in effect for the period specified with respect to such schedule. Each such schedule is based upon the gross postal receipts as contained in returns of the post office for the calendar year immediately preceding. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with these schedules.

## FOURTH CLASS OFFICE SCHEDULE I

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act and ending immediately prior to the applicable initial effective date of the second FOS schedule set forth below)

| Gross receipts        | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| \$1,300 to \$1,499.99 | \$3,277                   | \$3,386 | \$3,495 | \$3,604 | \$3,713 | \$3,822 | \$3,931 | \$4,040 | \$4,149 | \$4,258 | \$4,367 | \$4,476 |
| \$900 to \$1,299.99   | 3,003                     | 3,102   | 3,201   | 3,300   | 3,399   | 3,498   | 3,597   | 3,696   | 3,795   | 3,894   | 3,993   | 4,092   |
| \$600 to \$899.99     | 2,457                     | 2,540   | 2,623   | 2,706   | 2,789   | 2,872   | 2,955   | 3,038   | 3,121   | 3,204   | 3,287   | 3,370   |
| \$350 to \$599.99     | 1,911                     | 1,973   | 2,035   | 2,097   | 2,159   | 2,221   | 2,283   | 2,345   | 2,407   | 2,469   | 2,531   | 2,593   |
| \$250 to \$349.99     | 1,366                     | 1,410   | 1,454   | 1,498   | 1,542   | 1,586   | 1,630   | 1,674   | 1,718   | 1,762   | 1,806   | 1,850   |
| \$200 to \$249.99     | 1,092                     | 1,128   | 1,164   | 1,200   | 1,236   | 1,272   | 1,308   | 1,344   | 1,380   | 1,416   | 1,452   | 1,488   |
| \$100 to \$199.99     | 820                       | 846     | 872     | 898     | 924     | 950     | 976     | 1,002   | 1,028   | 1,054   | 1,080   | 1,106   |
| Under \$100           | 545                       | 562     | 579     | 596     | 613     | 630     | 647     | 664     | 681     | 698     | 715     | 732     |

## FOURTH CLASS SCHEDULE II

(To be effective on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

| Gross receipts        | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                       | 1                         | 2       | 3       | 5       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| \$1,300 to \$1,499.99 | \$3,426                   | \$3,540 | \$3,654 | \$3,768 | \$3,882 | \$3,996 | \$4,110 | \$4,224 | \$4,338 | \$4,452 | \$4,566 | \$4,680 |
| \$900 to \$1,299.99   | 3,140                     | 3,243   | 3,346   | 3,449   | 3,552   | 3,655   | 3,758   | 3,861   | 3,964   | 4,067   | 4,170   | 4,273   |
| \$600 to \$899.99     | 2,569                     | 2,655   | 2,741   | 2,827   | 2,913   | 2,999   | 3,085   | 3,171   | 3,257   | 3,343   | 3,429   | 3,515   |
| \$350 to \$599.99     | 1,998                     | 2,063   | 2,128   | 2,193   | 2,258   | 2,323   | 2,388   | 2,453   | 2,518   | 2,583   | 2,648   | 2,713   |
| \$250 to \$349.99     | 1,428                     | 1,474   | 1,520   | 1,566   | 1,612   | 1,658   | 1,704   | 1,750   | 1,796   | 1,842   | 1,888   | 1,934   |
| \$200 to \$249.99     | 1,142                     | 1,179   | 1,216   | 1,253   | 1,290   | 1,327   | 1,364   | 1,401   | 1,438   | 1,475   | 1,512   | 1,549   |
| \$100 to \$199.99     | 857                       | 884     | 911     | 938     | 965     | 992     | 1,019   | 1,045   | 1,073   | 1,111   | 1,127   | 1,154   |
| Under \$100           | 569                       | 589     | 607     | 626     | 645     | 664     | 683     | 702     | 721     | 740     | 759     | 778     |

[(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in gross receipts at the start of the first pay period after the beginning of each fiscal year. When a post office is restored to a gross receipts category held by it prior to relegation to a lower gross receipts category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher gross receipts category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted gross receipts of the office. Each increase in basic salary because of change in gross receipts shall be deemed the equivalent of a step-increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

[(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster General may advance such office to the appropriate category or class indicated by the receipts of the preceding quarter. Any fourth class office advanced to the appropriate category or class pur-



suant to this subsection shall not be reduced in category or class until the start of the first pay period after July 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category or class indicated by the receipts for the preceding calendar year.

[(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

[(e) The Postmaster General may allow to postmasters in fourth class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

[(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

[(g) Where the gross postal receipts of a post office of the third class for each of two consecutive calendar years are less than \$1,500, or where in any calendar year the gross postal receipts are less than \$1,400, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

[(h) Postmasters of fourth class post offices shall be paid as allowances for rent, fuel, light, and equipment an amount equal to 15 per centum of the basic compensation earned in each pay period, at the same time and in the same manner as their regular compensation.】

#### **§ 3544. Compensation of Postmasters at Fourth-Class Offices**

(a) *The Postmaster General shall rank the position of postmasters of fourth-class offices in level 5 of the Postal Field Service Schedule and shall establish the annual rate of basic compensation for each such position in the proportion of the annual rate of basic compensation for positions in PFS-5 which he determines, in consideration of the postal needs of the patrons of the office, that the postmaster's hours of service bear to full-time service. Determinations made by the Postmaster General under this subsection shall be final and conclusive until changed by him.*

(b) *Persons who perform the duties of postmaster at a post office of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave or leave without pay shall be compensated at the rate of basic compensation for PFS level 5, Step 1, determined in accordance with subsection (a) of this section.*

(c) *At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of basic salary prorated over the pay periods the office is open for business during the fiscal year.*

(d) *When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office computed on the basis of the first step of PFS level 5.*

\* \* \* \* \*



**§ 3552. Automatic advancement by step increases**

(a)(1) Each employee in levels 1 through 6 of the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule, who has not reached the highest step for his position, shall be advanced successively to the next higher step as follows:

(A) To steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and

(B) To steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

(2) Each employee in the postal field service in level 7 or above of the Postal Field Service Schedule, who has not reached the highest step for his position, shall be advanced successively to the next higher step, as follows:

(A) To steps 2, 3, and 4—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service;

(B) To steps 5, 6, and 7—at the beginning of the first pay period following the completion of one hundred and four calendar weeks of satisfactory service; and

(C) To steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

(3) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step-increases.

(b) Any increase in basic compensation granted by law on or after the date of enactment of the Postal Employees Salary Adjustment Act of 1962, to employees in the postal field service shall not be deemed to be an equivalent increase in basic compensation within the meaning of subsection (a) of this section.

(c) The benefit of successive step-increases shall be preserved, under regulations prescribed by the Postmaster General, for employees whose continuous service is interrupted by service in the armed services.

(d) *Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—*

*(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and*

*(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.*

*Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained.*

\* \* \* \* \*

**§ 3560. Salary protection**

(a) As used in this section, the term “salary standing” means—

(1) basic salary and salary level, with respect to the Postal Field Service Schedule.

(2) salary for the particular route (including additional compensation for forty hours and under for serving heavily patronized routes), with respect to the Rural Carrier Schedule, and

[(3) gross receipts category, with respect to the Fourth-Class Office Schedule.]

(3) *minimum hours of service with respect to postmasters in fourth-class post offices.*

(b) Subject to the provisions of subsection (c) of this section, each employee—

(1) who at any time on or after July 1, 1961, is or was reduced in salary standing;

(2) who, on the effective date of such reduction in salary standing, holds or held a career appointment or a probational appointment in the postal field service;

(3) whose reduction in salary standing is not or was not caused by a demotion for personal cause, is not or was not at his own request, is not or was not a condition of his temporary promotion or temporary assignment to a higher salary standing, is not or was not a condition of his temporary appointment, and is not or was not effected in a reduction in force due to lack of funds or curtailment of work;

(4) who, for two continuous years immediately prior to such reduction in salary standing, served in the postal field service with any salary standing higher than the salary standing to which he is reduced; and

(5) whose performance of work at all times during such period of two years is or was satisfactory;

shall be entitled, as of the effective date of such reduction in salary standing or as of the first day of the first pay period which begins on or after the date of enactment of this section, whichever is later, unless or until he is entitled to receive basic salary at a higher rate by reason of the operation of this section, or until the expiration of a period of two years immediately following the effective date of such reduction in salary standing or immediately following the first day of such first pay period, as applicable, to receive the rate of basic salary to which he was entitled immediately prior to such reduction in salary standing (including each increase provided by law in such rate of basic salary) so long as he continues in the postal field service without any break in service of one workday or more and is not demoted or reassigned for personal cause, at his own request, or in a reduction in force due to lack of funds or curtailment of work.

(c) The rate of basic salary to which such employee is entitled under subsection (b) of this section with respect to each reduction in salary standing to which this section applies shall be the lesser of the following:

(A) the amount of the existing rate of basic salary of the employee immediately prior to the reduction in salary standing (including each increase provided by law in such rate); or

(B) the amount of the rate of the salary level or salary range (including each increase provided by law in such rate) to which the employee is reduced, increased by 25 per centum; or

(C) the amount of the rate in the lowest salary standing which such employee held during the two years immediately preceding such reduction in salary standing augmented by each



step increase which he would have earned in such salary standing and by each increase provided by law in such salary rate.

(d) The Postmaster General is authorized to issue regulations to carry out the purposes of this section.

(e) (1) For the purposes of section 3559(a), the existing basic salary shall be the basic salary which the employee would have received except for the provisions of this section.

(2) For the purposes of section 3544(h), the basic compensation earned shall be the basic compensation which the employee would have received except for the provisions of this section.

(f) For the purposes of this section, the term "curtailment of work" does not include—

[(1) reductions in class or gross receipts category of any post office, or]

(1) *reductions in class, revenue units of any post office or the minimum hours of service for a fourth-class post office, or*

(2) reductions in route mileage for rural carriers.

\* \* \* \* \*

#### CHAPTER 91—DELIVERY SERVICE

\* \* \* \* \*

#### § 6007. Fee paid to persons making delivery of special delivery mail

[(a) The Postmaster General shall pay persons, other than special delivery messengers at post offices of the first class, making delivery of special delivery mail—

[(1) 9 cents for first class mail weighing not more than two pounds;

[(2) 10 cents for other mail weighing not more than two pounds;

[(3) 15 cents for mail of any class weighing more than two pounds but not more than ten pounds; and

[(4) 20 cents for mail of any class weighing more than ten pounds.]]

(a) *The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee.*

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### TITLE 38, UNITED STATES CODE

\* \* \* \* \*

#### § 210. Appointment and general authority of Administrator

(a) The Administrator of Veterans' Affairs is the head of the Veterans' Administration. He is appointed by the President, by and with the advice and consent of the Senate. [He shall receive a salary of \$21,000 a year, payable monthly.]

\* \* \* \* \*



## CHAPTER 73—DEPARTMENT OF MEDICINE AND SURGERY

- Sec.
4101. Functions of Department.
4102. Divisions of Department.
4103. [Appointment and compensation] *Office of the Chief Medical Director.*
4104. Additional appointments.
4105. Qualifications of appointees.
4106. Period of appointment; promotions.
4107. Grades and pay scales.
4108. Administration.
4109. Retirement rights.
4110. Disciplinary boards.
4111. Appointment of additional employees.
4112. Medical advisory group.
4113. Travel expenses of employees.
4114. Temporary and part-time appointments; residencies and internships.
4115. Regulations.

\* \* \* \* \*

**§ 4103. Appointments and compensation**

[(a) The Office of the Chief Medical Director shall consist of the Chief Medical Director, one Deputy Chief Medical Director, not to exceed five Assistant Chief Medical Directors, such Medical Directors as may be designated to suit the needs of the Department, and such other personnel and employees as may be authorized by this chapter.

[(b) The Chief Medical Director shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator. Section 62 of title 5 of the United States Code shall not apply to any individual appointed Chief Medical Director before January 1, 1964; however, section 59a of title 5 shall apply, in accordance with its terms, to any such individual. During the period of his service as such, the Chief Medical Director shall be paid a salary of \$21,050 a year.

[(c) The Deputy Chief Medical Director shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator. During the period of his service as such, the Deputy Chief Medical Director shall be paid a salary of \$19,870 a year.

[(d) Each Assistant Chief Medical Director shall be appointed by the Administrator upon the recommendation of the Chief Medical Director and shall be paid a salary of \$20,000 a year.

[One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operations of the Dental Service.

[(e) Medical Directors, during their period of service as such, shall be paid a salary of \$18,500 minimum to \$19,500 maximum a year.

[(f) The Director of Nursing Service shall be a qualified registered nurse, appointed by the Administrator, and shall be responsible to the Chief Medical Director for the operation of the Nursing Service. During the period of service as such, the Director of Nursing Service shall be paid, effective on the first day of the first pay period beginning on or after—

[the date of enactment of the Federal Salary Reform Act of 1962, a salary of \$14,565 minimum to \$17,925 maximum a year;

[January 1, 1964, a salary of \$15,665 minimum to \$19,270 maximum a year.

[(g) The Administrator may appoint a chief pharmacist and a chief dietitian. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid, effective on the first day of the first pay period beginning on or after—

[the date of enactment of the Federal Salary Reform Act of 1962, a salary of \$14,565 minimum to \$17,925 maximum a year;

[January 1, 1964, a salary of \$15,665 minimum to \$19,270 maximum a year.

[(h) Except as provided in subsection (j), any appointment under this section shall be for a period of four years but persons so appointed shall be subject to removal by the Administrator for cause.

[(i) Reappointments may be made for successive like periods.

[(j) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. During the period that any such member serves as Director, Chaplain Service, he shall be paid a salary, as determined by the Administrator, within the minimum and maximum salary limitations prescribed for grade GS-15 positions by the Classification Act of 1949, as amended. Redesignations under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position.]

### **§ 4103. Office of the Chief Medical Director**

(a) *The Office of the Chief Medical Director shall consist of the following—*

(1) *The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.*

(2) *The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.*

(3) *Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.*

(4) *Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.*

(5) *A Director of Nursing Service who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.*



(6) *A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.*

(7) *Such other personnel and employees as may be authorized by this chapter.*

(b) *Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.*

(c) *The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position.*

\* \* \* \* \*

### **[§ 4107. Grades and pay scales**

**[(a)(1)** Effective on the first day of the first pay period beginning on or after the date of enactment of the Federal Salary Reform Act of 1962, the grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

#### **[PHYSICIAN AND DENTIST SCHEDULE**

- [**Director grade, \$16,000 minimum to \$19,000 maximum.
- [**Executive grade, \$15,250 minimum to \$18,750 maximum.
- [**Chief grade, \$14,565 minimum to \$18,405 maximum.
- [**Senior grade, \$12,845 minimum to \$16,245 maximum.
- [**Intermediate grade \$11,150 minimum to \$14,070 maximum.
- [**Full grade, \$9,475 minimum to \$11,995 maximum.
- [**Associate grade, \$8,045 minimum to \$10,165 maximum.

#### **[NURSE SCHEDULE**

- [**Assistant Director grade, \$12,845 minimum to \$16,245 maximum.
- [**Chief grade, \$11,150 minimum to \$14,070 maximum.
- [**Senior grade, \$9,475 minimum to \$11,995 maximum.
- [**Intermediate grade, \$8,045 minimum to \$10,165 maximum.
- [**Full grade, \$6,675 minimum to \$8,700 maximum.
- [**Associate grade, \$5,820 minimum to \$7,575 maximum.
- [**Junior grade, \$5,035 minimum to \$6,565 maximum.

**[(2)** Effective on the first day of the first pay period beginning on or after January 1, 1964, the per annum full pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

#### **[PHYSICIAN AND DENTIST SCHEDULE**

- [**Chief grade, \$15,665 minimum to \$19,785 maximum.
- [**Senior grade, \$13,615 minimum to \$17,215 maximum.
- [**Intermediate grade, \$11,725 minimum to \$14,805 maximum.
- [**Full grade, \$9,980 minimum to \$12,620 maximum.
- [**Associate grade, \$8,410 minimum to \$10,650 maximum.



**[NURSE SCHEDULE**

**[Assistant Director grade, \$13,615 minimum to \$17,215 maximum.**

**[Chief grade, \$11,725 minimum to \$14,805 maximum.**

**[Senior grade, \$9,980 minimum to \$12,620 maximum.**

**[Intermediate grade, \$8,410 minimum to \$10,650 maximum.**

**[Full grade, \$7,030 minimum to \$9,100 maximum.**

**[Associate grade, \$6,090 minimum to \$7,890 maximum.**

**[Junior grade, \$5,235 minimum to \$6,810 maximum.**

**[(b) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position.]**

**§ 4107. Grades and pay scales**

*(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:*

**SECTION 4103 SCHEDULE**

*Assistant Chief Medical Director, \$24,500.*

*Medical Director, \$21,445 minimum to \$24,445 maximum.*

*Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.*

*Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.*

*Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.*

*Chief Dietitian, \$16,460 minimum to \$21,590 maximum.*

*(b)(1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:*

**PHYSICIAN AND DENTIST SCHEDULE**

*Director grade, \$18,935 minimum to \$24,175 maximum.*

*Executive grade, \$17,655 minimum to \$23,190 maximum.*

*Chief grade, \$16,460 minimum to \$21,590 maximum.*

*Senior grade, \$14,170 minimum to \$18,580 maximum.*

*Intermediate grade, \$12,075 minimum to \$15,855 maximum.*

*Full grade, \$10,200 minimum to \$13,395 maximum.*

*Associate grade, \$8,550 minimum to \$11,205 maximum.*

**NURSE SCHEDULE**

*Assistant Director grade, \$14,170 minimum to \$18,580 maximum.*

*Chief grade, \$12,075 minimum to \$15,855 maximum.*

*Senior grade, \$10,200 minimum to \$13,395 maximum.*

*Intermediate grade, \$8,550 minimum to \$11,205 maximum.*

*Full grade, \$7,210 minimum to \$9,415 maximum.*

*Associate grade, \$6,315 minimum to \$8,205 maximum.*

*Junior grade, \$5,505 minimum to \$7,170 maximum.*

*(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent),*

or the position of clinic director at an outpatient clinic, or comparable position.

## SECTIONS 411, 412, AND 415(a) OF THE FOREIGN SERVICE ACT OF 1946, AS AMENDED (22 U.S.C. 866)

### CHIEFS OF MISSION

SEC. 411. The President shall for salary purposes classify into four classes the positions which are to be occupied by chiefs of mission. [The per annum salaries of chiefs of mission within each class shall be as follows: Class 1, \$27,500 per annum; class 2, \$25,000; class 3, \$22,500; and class 4, \$20,000.] *The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V.*

### FOREIGN SERVICE OFFICERS

[SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be \$20,000. The per annum salary of a career minister shall be \$19,800.

[On the first day of the first pay period which begins on or after the date of enactment of the Foreign Service Salary Reform Act of 1962, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|              |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|
| Class 1..... | \$18,975 | \$19,650 |          |          |          |          |          |
| Class 2..... | 15,900   | 16,400   | \$16,900 | \$17,400 | \$17,900 | \$18,400 | \$18,900 |
| Class 3..... | 13,440   | 13,885   | 14,330   | 14,775   | 15,220   | 15,665   | 16,110   |
| Class 4..... | 11,150   | 11,515   | 11,880   | 12,245   | 12,610   | 12,975   | 13,340   |
| Class 5..... | 9,315    | 9,620    | 9,925    | 10,230   | 10,535   | 10,840   | 11,145   |
| Class 6..... | 7,705    | 7,960    | 8,215    | 8,470    | 8,725    | 8,980    | 9,235    |
| Class 7..... | 6,475    | 6,690    | 6,905    | 7,120    | 7,335    | 7,550    | 7,765    |
| Class 8..... | 5,540    | 5,725    | 5,910    | 6,095    | 6,280    | 6,465    | 6,650    |

[On the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|              |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|
| Class 1..... | \$18,975 | \$19,650 |          |          |          |          |          |
| Class 2..... | 15,900   | 16,400   | \$16,900 | \$17,400 | \$17,900 | \$18,400 | \$18,900 |
| Class 3..... | 14,265   | 14,735   | 15,205   | 15,675   | 16,145   | 16,615   | 17,085   |
| Class 4..... | 11,725   | 12,110   | 12,495   | 12,880   | 13,265   | 13,650   | 14,035   |
| Class 5..... | 9,695    | 10,015   | 10,335   | 10,655   | 10,975   | 11,295   | 11,615   |
| Class 6..... | 8,090    | 8,355    | 8,620    | 8,885    | 9,150    | 9,415    | 9,680    |
| Class 7..... | 6,810    | 7,035    | 7,260    | 7,485    | 7,710    | 7,935    | 8,160    |
| Class 8..... | 5,795    | 5,995    | 6,185    | 6,380    | 6,575    | 6,770    | 6,965    |



SEC. 412. There shall be 10 classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. Effective on the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|              |          |          |          |          |          |          |          |
|--------------|----------|----------|----------|----------|----------|----------|----------|
| Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2..... | 18,295   | 18,990   | 19,565   | \$20,200 | \$20,895 | \$21,470 | \$22,105 |
| Class 3..... | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4..... | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5..... | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6..... | 8,805    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7..... | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8..... | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250    |

SEC. 415. (a) Effective on the first day of the first pay period which begins on or after the date of enactment of the Foreign Service Salary Reform Act of 1962, there shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees, and the per annum salaries of staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |         |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| Class 1.....  | \$13,440 | \$13,885 | \$14,330 | \$14,775 | \$15,220 | \$15,665 | \$16,110 | \$16,555 | \$17,000 | -----   |
| Class 2.....  | 11,150   | 11,515   | 11,880   | 12,245   | 12,610   | 12,975   | 13,340   | 13,705   | 14,070   | -----   |
| Class 3.....  | 9,315    | 9,620    | 9,925    | 10,230   | 10,535   | 10,840   | 11,145   | 11,450   | 11,755   | -----   |
| Class 4.....  | 7,705    | 7,960    | 8,215    | 8,470    | 8,725    | 8,980    | 9,235    | 9,490    | 9,745    | -----   |
| Class 5.....  | 6,910    | 7,140    | 7,370    | 7,600    | 7,830    | 8,060    | 8,290    | 8,520    | 8,750    | \$8,980 |
| Class 6.....  | 6,225    | 6,435    | 6,645    | 6,855    | 7,065    | 7,275    | 7,485    | 7,695    | 7,905    | 8,115   |
| Class 7.....  | 5,610    | 5,800    | 5,990    | 6,180    | 6,370    | 6,560    | 6,750    | 6,940    | 7,130    | 7,320   |
| Class 8.....  | 5,060    | 5,230    | 5,400    | 5,570    | 5,740    | 5,910    | 6,080    | 6,250    | 6,420    | 6,590   |
| Class 9.....  | 4,575    | 4,725    | 4,875    | 5,025    | 5,175    | 5,325    | 5,475    | 5,625    | 5,775    | 5,930   |
| Class 10..... | 4,110    | 4,250    | 4,390    | 4,530    | 4,670    | 4,825    | 4,980    | 5,135    | 5,290    | 5,445   |

[On the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |         |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| Class 1.....  | \$14,265 | \$14,735 | \$15,205 | \$15,675 | \$16,145 | \$16,615 | \$17,085 | \$17,555 | \$18,025 | -----   |
| Class 2.....  | 11,725   | 12,110   | 12,495   | 12,880   | 13,265   | 13,650   | 14,035   | 14,420   | 14,805   | -----   |
| Class 3.....  | 9,695    | 10,015   | 10,335   | 10,655   | 10,975   | 11,295   | 11,615   | 11,935   | 12,255   | -----   |
| Class 4.....  | 8,090    | 8,355    | 8,620    | 8,885    | 9,150    | 9,415    | 9,680    | 9,945    | 10,210   | -----   |
| Class 5.....  | 7,295    | 7,535    | 7,775    | 8,015    | 8,255    | 8,495    | 8,735    | 8,975    | 9,215    | \$9,455 |
| Class 6.....  | 6,570    | 6,785    | 7,000    | 7,215    | 7,430    | 7,645    | 7,860    | 8,075    | 8,290    | 8,505   |
| Class 7.....  | 5,890    | 6,085    | 6,280    | 6,475    | 6,670    | 6,865    | 7,060    | 7,255    | 7,450    | 7,645   |
| Class 8.....  | 5,270    | 5,445    | 5,620    | 5,795    | 5,970    | 6,145    | 6,320    | 6,495    | 6,670    | 6,845   |
| Class 9.....  | 4,715    | 4,870    | 5,025    | 5,180    | 5,335    | 5,490    | 5,645    | 5,800    | 5,955    | 6,110   |
| Class 10..... | 4,215    | 4,355    | 4,495    | 4,635    | 4,775    | 4,915    | 5,060    | 5,215    | 5,370    | 5,525   |



SEC. 415. (a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Class 1.....  | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5.....  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6.....  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,480    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830    |

## THE NATIONAL AERONAUTICS AND SPACE ACT OF 1958, AS AMENDED

### NATIONAL AERONAUTICS AND SPACE COUNCIL

#### SEC. 201. (a) \* \* \*

\* \* \* \* \*

(f) The Council may employ a staff to be headed by a civilian executive secretary who shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate of \$20,000 a year]. The executive secretary, subject to the direction of the Council, is authorized to appoint and fix the compensation of such personnel, including not more than seven persons who may be appointed without regard to the civil service laws or the Classification Act of 1949 and [compensated at the rate of not more than \$19,000 a year] *compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended*, as may be necessary to perform such duties as may be prescribed by the Council in connection with the performance of its functions. Each appointment under this subsection shall be subject to the same security requirements as those established for personnel of the National Aeronautics and Space Administration appointed under section 203(b)(2) of this Act. Other provisions of law or regulations relating to Government employment (except those relating to pay and retirement) shall apply to council employees reporting directly to the chairman to the extent that such provisions are applicable to employees in the office of the Vice President.

### NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

SEC. 202. (a) There is hereby established the National Aeronautics and Space Administration (hereinafter called the "Administration"). The Administration shall be headed by an Administrator, who shall be appointed from civilian life by the President by and with the advice and consent of the Senate[, and shall receive compensation at the rate of \$22,500 per annum]. Under the supervision and direction of the President, the Administrator shall be responsible for the exercise of all powers and the discharge of all duties of the Administration, and shall have authority and control over all personnel and activities thereof.

(b) There shall be in the Administration a Deputy Administrator, who shall be appointed from civilian life by the President by and with the advice and consent of the Senate[, shall receive compensation at the rate of \$21,500 per annum,] and shall perform such duties and exercise such powers as the Administrator may prescribe. The Deputy Administrator shall act for, and exercise the powers of, the Administrator during his absence or disability.

\* \* \* \* \*

#### FUNCTIONS OF THE ADMINISTRATION

SEC. 203. (a) \* \* \*

(b) In the performance of its functions the Administration is authorized—

\* \* \* \* \*

(2) to appoint and fix the compensation of such officers and employees as may be necessary to carry out such functions. Such officers and employees shall be appointed in accordance with the civil-service laws and their compensation fixed in accordance with the Classification Act of 1949, except that [(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint and fix the compensation (at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, or, for a maximum of thirty positions, not to exceed \$21,000 a year) of not more than four hundred and twenty-five (of which not to exceed three hundred and fifty-five may be filled prior to March 1, 1962 and not to exceed three hundred and ninety may be filled prior to July 1, 1962) of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and] (A) *to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and* (B) to the extent the Administrator deems such action necessary to recruit specially qualified scientific and engineering talent, he may establish the entrance grade for scientific and engineering personnel without previous service in the Federal Government at a level up to two grades higher than the grade provided for such personnel under the General Schedule established by the Classification Act of 1949, and fix their compensation accordingly;

\* \* \* \* \*

#### CIVILIAN-MILITARY LIAISON COMMITTEE

SEC. 204. (a) There shall be a Civilian-Military Liaison Committee consisting of—

(1) a Chairman, who shall be the head thereof and who shall be appointed by the President, shall serve at the pleasure of the President[, and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum];



(2) one or more representatives from the Department of Defense, and one or more representatives from each of the Departments of the Army, Navy, and Air Force, to be assigned by the Secretary of Defense to serve on the Committee without additional compensation; and

(3) representatives from the Administration, to be assigned by the Administrator to serve on the Committee without additional compensation, equal in number to the number of representatives assigned to serve on the Committee under paragraph (2).

\* \* \* \* \*

(d) Notwithstanding the provisions of any other law, any active or retired officer of the Army, Navy, or Air Force may serve as Chairman of the Liaison Committee without prejudice to his active or retired status as such officer. The compensation received by any such officer for his service as Chairman of the Liaison Committee shall be equal to the amount (if any) by which the compensation [fixed by subsection (a)(1)] for such Chairman exceeds his pay and allowances (including special and incentive pays) as an active officer, or his retired pay.

## SECTIONS 104 AND 105 OF TITLE 3, UNITED STATES CODE

### § 104. Salary of the Vice President.

The Vice President shall receive in full for his services during the term for which he shall have been elected the sum of **[\$35,000]** *\$43,000* a year, to be paid monthly.

### § 105. Compensation of secretaries and executive, administrative, and staff assistants to President.

The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, and of eight other secretaries or other immediate staff assistants in the White House Office [ , as follows: Two at rates not exceeding \$22,500 per annum, three at rates not exceeding \$21,000 per annum, seven at rates not exceeding \$20,000 per annum, and three at rates not exceeding \$18,500 per annum] *at rates of compensation not to exceed that of level II of the Federal Executive Salary Schedule.*



## THE FEDERAL EXECUTIVE PAY ACT OF 1956, AS AMENDED

(TITLE I OF PUBLIC LAW 854, EIGHTY-FOURTH CONGRESS; 5 U.S.C.  
2201-2209)

### AN ACT

To adjust the rates of compensation of the heads of the executive departments and of certain other officials of the Federal Government, and for other purposes

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

## TITLE I—BASIC COMPENSATION FOR HEADS OF EXECUTIVE DEPARTMENTS AND OTHER FEDERAL OFFICIALS

[SEC. 101. This title may be cited as "Federal Executive Pay Act of 1956".

[SEC. 102. The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$25,000.

- [ (1) Secretary of State.
- [ (2) Secretary of the Treasury.
- [ (3) Secretary of Defense.
- [ (4) Attorney General.
- [ (5) Postmaster General.
- [ (6) Secretary of the Interior.
- [ (7) Secretary of Agriculture.
- [ (8) Secretary of Commerce.
- [ (9) Secretary of Labor.
- [ (10) Secretary of Health, Education, and Welfare.

[SEC. 103. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$22,500.

- [ (1) Director of the Bureau of the Budget.
- [ (2) Comptroller General of the United States.
- [ (3) Director, Office of Defense Mobilization.
- [ (4) Under Secretary of State.
- [ (5) Deputy Secretary of Defense.

[ (b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$22,000.

- [ (1) Secretary of the Army.
- [ (2) Secretary of the Navy.
- [ (3) Secretary of the Air Force.

[SEC. 104. (a) The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$21,000.

- [ (1) Commissioner of Internal Revenue.
- [ (2) Director of Central Intelligence.
- [ (3) Director of the Federal Bureau of Investigation.
- [ (4) Administrator of the Small Business Administration.
- [ (5) Administrator of General Services.
- [ (6) Administrator of the Housing and Home Finance Agency.
- [ (7) Administrator of Veterans' Affairs.
- [ (8) Director of the International Cooperation Administration.
- [ (9) Director of the United States Information Agency.

- [(10) Governor of the Farm Credit Administration.
- [(11) President of the Export-Import Bank of Washington.
- [(12) Under Secretary of the Treasury.
- [(13) Under Secretary of the Treasury for Monetary Affairs.
- [(14) Deputy Postmaster General.
- [(15) Under Secretary of the Interior.
- [(16) Under Secretary of Agriculture.
- [(17) Under Secretary of Commerce.
- [(18) Under Secretary of Commerce for Transportation.
- [(19) Under Secretary of Labor.
- [(20) Under Secretary of Health, Education, and Welfare.

[(b) Notwithstanding the provisions of subsection (a), the annual rate of basic compensation of the Director of the Federal Bureau of Investigation shall be \$22,000 so long as such office is held by the present incumbent.

[SEC. 105. The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$20,500.

- [(1) Chairman, Civil Aeronautics Board.
- [(2) Chairman of the United States Civil Service Commission.
- [(3) Chairman of the Council of Economic Advisers.
- [(4) Chairman, Federal Communications Commission.
- [(5) Chairman, Board of Directors, Federal Deposit Insurance Corporation.
- [(6) Chairman of the Federal Maritime Board.
- [(7) Chairman, Federal Power Commission.
- [(8) Chairman, Board of Governors of the Federal Reserve System.
- [(9) Chairman, Federal Trade Commission.
- [(10) Chairman, Foreign Claims Settlement Commission of the United States.
- [(11) Chairman of the Federal Home Loan Bank Board.
- [(12) Chairman, Interstate Commerce Commission.
- [(13) Chairman, National Labor Relations Board.
- [(14) Chairman, National Mediation Board.
- [(15) Chairman, Railroad Retirement Board.
- [(16) Chairman of the Renegotiation Board.
- [(17) Chairman, Securities and Exchange Commission.
- [(18) Chairman, Subversive Activities Control Board.
- [(19) Chairman, Board of Directors of the Tennessee Valley Authority.
- [(20) Chairman, United States Tariff Commission.
- [(21) Comptroller of the Currency.
- [(22) Assistant Comptroller General of the United States.
- [(23) Deputy Administrator of the Federal Civil Defense Administration.
- [(24) Deputy Administrator of Veterans' Affairs.
- [(25) Deputy Director of the Bureau of the Budget.
- [(26) Deputy Director of Central Intelligence.
- [(27) Deputy Director of the Office of Defense Mobilization.
- [(28) Deputy Director of the United States Information Agency.
- [(29) Deputy Under Secretary of the Department of State (3).
- [(30) Director of the Federal Mediation and Conciliation Service.
- [(31) First Vice President of the Export-Import Bank of Washington.



【SEC. 106. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$20,000.

【(1) Administrator, Bureau of Security and Consular Affairs, Department of State.

【(2) Administrator of Civil Aeronautics.

【(3) Administrator, Commodity Stabilization Service.

【(4) Administrator of the Rural Electrification Administration.

【(5) Administrator of the Small Business Administration.

【(6) Administrator of the Saint Lawrence Seaway Development Corporation.

【(7) Administrator, Wage and Hour and Public Contracts Divisions, Department of Labor.

【(8) Archivist of the United States.

【(9) Assistant Directors of the Bureau of the Budget (2).

【(10) Assistant Postmasters General (5).

【(11) Assistant Secretaries of Agriculture (3).

【(12) Assistant Secretaries of Commerce (3).

【(13) Assistant Secretaries of Defense (9).

【(14) Assistant Secretaries of Health, Education, and Welfare (2).

【(15) Assistant Secretaries of the Interior (3).

【(16) Assistant Secretaries of Labor (4).

【(17) Assistant Secretaries of State (11).

【(18) Assistant Secretaries of the Treasury (3).

【(19) Assistant Secretaries of the Air Force (4).

【(20) Assistant Secretaries of the Army (4).

【(21) Assistant Secretaries of the Navy (4).

【(22) Associate Director of the Federal Bureau of Investigation.

【(23) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

【(24) Commissioner, Community Facilities, Housing and Home Finance Agency.

【(25) Commissioner, Federal Housing Administration.

【(26) Commissioner, Public Housing Administration.

【(27) Commissioner, Urban Renewal Administration.

【(28) Counselor of the Department of State.

【(29) Deputy Administrator of the Housing and Home Finance Agency.

【(30) Deputy Administrator of General Services.

【(31) Director of the Administrative Office of the United States Courts.

【(32) Director of the Bureau of Prisons.

【(33) Director of the National Advisory Committee for Aeronautics.

【(34) Director of the National Science Foundation.

【(35) Director of Selective Service.

【(36) Fiscal Assistant Secretary of the Treasury.

【(37) General Counsel of the National Labor Relations Board.

【(38) Librarian of Congress.

【(39) President of the Federal National Mortgage Association.

【(40) Public Printer.

【(41) Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.

【(42) Under Secretary of the Army.

【(43) Under Secretary of the Navy.



- [(44) Under Secretary of the Air Force.
- [(45) Members of boards and commissions (excluding chairmen):
  - [(Civil Aeronautics Board (4).
  - [(United States Civil Service Commission (2).
  - [(Council of Economic Advisers (2).
  - [(Board of Directors of the Export-Import Bank of Washington (3).
  - [(Federal Communications Commission (6).
  - [(Federal Deposit Insurance Corporation (1).
  - [(Board of Governors of the Federal Reserve System (6).
  - [(Federal Maritime Board (2).
  - [(Foreign Claims Settlement Commission of the United States (2).
  - [(Federal Power Commission (4).
  - [(Federal Trade Commission (4).
  - [(Federal Home Loan Bank Board (2).
  - [(Interstate Commerce Commission (10).
  - [(National Labor Relations Board (4).
  - [(National Mediation Board (2).
  - [(Railroad Retirement Board (2).
  - [(Renegotiation Board (4).
  - [(Securities and Exchange Commission (4).
  - [(Subversive Activities Control Board (4).
  - [(Board of Directors of the Tennessee Valley Authority (2).
  - [(United States Tariff Commission (5).
- [(46) Commissioner of Social Security
- [(46) Legal Adviser, Solicitor, or General Counsel of an executive department (excluding the Department of Justice).
- [(47) Commissioner of Education.
- [(48) General Counsel, United States Arms Control and Disarmament Agency.
- [(49) Public Affairs Advisor, United States Arms Control and Disarmament Agency.
- [(48) General Counsel of the General Accounting Office.
- [(b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$19,000.
- [(1) Architect of the Capitol.
- [(2) Assistant to the Director of the Federal Bureau of Investigation.
- [(3) Commissioner of the United States Court of Claims (12).
- [(4) Governor of Alaska.
- [(5) Governor of the Canal Zone.
- [(6) Governor of Guam.
- [(7) Governor of Hawaii.
- [(8) Governor of the Virgin Islands.
- [(9) General counsel of a military department.
- [(10) Deputy Commissioner of the Internal Revenue Service.
- [(11) Chief Counsel of the Internal Revenue Service.
- [(12) Administrative Assistant Attorney General.
- [(13) Administrative Assistant Secretary of the Interior.
- [(14) Administrative Assistant Secretary of Agriculture.
- [(15) Administrative Assistant Secretary of Labor.
- [(16) Administrative Assistant Secretary of the Treasury.
- [(17) Administrator, Farmers Home Administration.

[(18) Administrator, Soil Conservation Service, Department of Agriculture.

[(19) Chief Forester of the Forest Service, Department of Agriculture.

[(20) Commissioner of Customs.

[(21) Manager, Federal Crop Insurance Corporation, Department of Agriculture.

[(22) Deputy Administrator, Small Business Administration (4).

[(23) Commissioner of the Indian Claims Commission (3).

[(c) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$18,000.

[(1) Commissioner of the Indian Claims Commission (3).

[SEC. 107. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$18,500.

[(1) Administrator, Agricultural Research Service, Department of Agriculture.

[(2) Administrator, Bonneville Power Administration.

[(3) Administrator, Farmers Home Administration.

[(4) Administrator, Soil Conservation Service, Department of Agriculture.

[(5) Assistant Architect of the Capitol.

[(6) Deputy Director of the Administrative Office of the United States Courts.

[(7) Associate Director of the Federal Mediation and Conciliation Service.

[(8) Chief Assistant Librarian of Congress.

[(9) Chief Forester of the Forest Service, Department of Agriculture.

[(10) Chief of Staff of the Joint Committee on Internal Revenue Taxation.

[(11) Commissioner of Customs.

[(12) Commissioner, Federal Supply Service, General Services Administration.

[(13) Commissioner of Immigration and Naturalization.

[(14) Commissioner of Narcotics.

[(15) Commissioner, Public Buildings Service.

[(16) Commissioner of Public Roads.

[(17) Commissioner of Reclamation.

[(18) Commissioner of Social Security.

[(19) Deputy Administrator of the Saint Lawrence Seaway Development Corporation.

[(20) Deputy Commissioner of the Internal Revenue Service.

[(21) Deputy Public Printer.

[(22) Manager, Federal Crop Insurance Corporation, Department of Agriculture.

[(23) Director of Coal Research, Department of the Interior.

[(b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$17,000.

[(1) Deputy Administrator, Small Business Administration (3).

[(2) Treasurer of the United States.

[SEC. 108. Except as otherwise specifically provided in this title, the chairman or other head of each independent board or commission in the executive branch shall receive, during the period of his service as chairman or other head of such board or commission, annual basic



compensation at a rate which is \$500 more than the annual rate of basic compensation prescribed by this title for the other members of such board or commission.

[SEC. 109. Section 105 of title 3 of the United States Code is amended to read as follows:

["§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President.

["The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, and of eight other secretaries or other immediate staff assistants in the White House Office, as follows: Two at rates not exceeding \$22,500 per annum, three at rates not exceeding \$21,000 per annum, seven at rates not exceeding \$20,000 per annum, and three at rates not exceeding \$18,500 per annum."

[SEC. 110. (a) The Surgeon General of the Public Health Service shall receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$20,000 per annum in addition to such allowances.

[(b) The Deputy Surgeon General of the Public Health Service shall receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$19,000 per annum in addition to such allowances.

[(c) The Director, National Institutes of Health, the Chief, Bureau of Medical Services, and the Chief, Bureau of State Services, of the Public Health Service, shall each receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$17,500 per annum in addition to such allowances.

[SEC. 111. The annual compensation for each of the offices established by section 1(d) of Reorganization Plan Numbered 7 of 1953, effective August 1, 1953 (67 Stat. 639) shall be established by the Secretary of State at a rate not more than \$19,000.

[SEC. 112. Section 2 of Public Law 565, Seventy-ninth Congress, approved July 30, 1946 (60 Stat. 712), is amended by striking out "\$12,000" and inserting in lieu thereof "\$15,000".

[SEC. 113. Section 527(b) of the Mutual Security Act of 1954, approved August 26, 1954 (Public Law 665, Eighty-third Congress (68 Stat. 832)) is amended by striking out "\$15,000 per annum" and inserting in lieu thereof "\$19,000 per annum".

[SEC. 114. (a) The compensation schedule for the General Schedule contained in section 603(b) of the Classification Act of 1949, as amended, is amended by striking out:

|             |          |         |         |         |
|-------------|----------|---------|---------|---------|
| "GS-17----- | 13, 975  | 14, 190 | 14, 405 | 14, 620 |
| GS-18-----  | 14, 800" |         |         |         |

and inserting in lieu thereof:

|             |           |         |         |         |         |
|-------------|-----------|---------|---------|---------|---------|
| "GS-17----- | 13, 975   | 14, 190 | 14, 405 | 14, 620 | 14, 835 |
| GS-18-----  | 16, 000". |         |         |         |         |



[(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

[(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a scheduled rate of grade 17 or 18 of the General Schedule, he shall receive a rate of basic compensation at the corresponding scheduled rate in effect on and after such date;

[(2) If the officer or employee, immediately prior to the effective date of this section, is in a position in grade 17 of the General Schedule and is receiving basic compensation at a rate between two scheduled rates of such grade, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date;

[(3) If the officer or employee, immediately prior to the effective date of this section, is in a position in grade 17 of the General Schedule and is receiving basic compensation at a rate which is in excess of the maximum scheduled rate of his grade as provided in this section, he shall continue to receive such higher rate of basic compensation until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but when such position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

[SEC. 115. The Postal Field Service Schedule in section 301(a) of the Act of June 10, 1955 (Public Law 68, 84th Congress), is amended by striking out:

|         |          |         |         |         |         |         |         |
|---------|----------|---------|---------|---------|---------|---------|---------|
| "18---- | 12, 500  | 12, 800 | 13, 100 | 13, 400 | 13, 700 | 14, 000 | 14, 300 |
| 19----  | 13, 600  | 13, 900 | 14, 200 | 14, 500 | 14, 800 |         |         |
| 20----  | 14, 800" |         |         |         |         |         |         |

and inserting in lieu thereof:

|         |          |         |         |         |         |         |         |
|---------|----------|---------|---------|---------|---------|---------|---------|
| "18---- | 12, 800  | 13, 100 | 13, 400 | 13, 700 | 14, 000 | 14, 300 | 14, 600 |
| 19----  | 14, 000  | 14, 300 | 14, 600 | 14, 900 | 15, 200 |         |         |
| 20----  | 16, 000" |         |         |         |         |         |         |

[SEC. 116. Section 3 of the Act of January 3, 1946, as amended (38 U.S.C. 15b), is hereby amended as follows:

[(a) The last sentence of section 3(b) is amended to read: "During the period of his service as such, the Chief Medical Director shall be paid a salary of \$17,800 a year."

[(b) The last sentence of section 3(c) is amended to read: "During the period of his service as such, the Deputy Chief Medical Director shall be paid a salary of \$16,800 a year."

[(c) That portion of section 3(d) which precedes the proviso is amended to read: "Each Assistant Chief Medical Director shall be appointed by the Administrator upon the recommendation of the Chief Medical Director and shall be paid a salary of \$15,800."

[SEC. 117. (a) The first section of the Act approved August 1, 1947 (61 Stat. 715; Public Law 313, Eightieth Congress), as amended, relating to salary limitations on research and development positions requiring the services of specially qualified scientific or professional personnel in certain departments and agencies, is amended by striking out "\$10,000" and "\$15,000" and inserting in lieu thereof "\$12,500" and "\$19,000", respectively.

[(b) Section 208(g) of the Public Health Service Act, as amended (42 U.S.C. 210(g)), relating to salary limitations on research and de-

velopment positions requiring the services of specially qualified scientific or professional personnel in the Public Health Service is amended by striking out "\$10,000" and "\$20,000" and inserting in lieu thereof "\$12,500" and "\$19,000", respectively.

【SEC. 118. The salary amendments contained in section 117 shall not affect the authority of the Civil Service Commission or the procedure for fixing the pay of individual officers or employees under the statutes therein amended; except that the existing rate of basic compensation of any officer or employee to whom such section applies which is less than a rate of \$12,500 per annum shall be increased to such rate on the effective date of this title.

【SEC. 119. Section 12 of the Act of May 29, 1884, as amended (21 U.S.C. 113a), relating to salary limitation on technical experts or scientists for research and study of foot-and-mouth disease and other animal diseases, is hereby amended by striking out "\$15,000" and inserting in lieu thereof "\$19,000".

【SEC. 120. This title shall take effect at the beginning of the first pay period commencing after June 30, 1956.】

## TITLE 10, UNITED STATES CODE

### CHAPTER 4.—DEPARTMENT OF DEFENSE

\* \* \* \* \*

#### § 137. General Counsel: appointment; powers and duties.

(a) There is a General Counsel of the Department of Defense, appointed from civilian life by the President, by and with the advice and consent of the Senate.

(b) The General Counsel is the chief legal officer of the Department of Defense. He shall perform such functions as the Secretary of Defense may prescribe.

【(c) The General Counsel shall receive compensation at the rate prescribed by law for assistant secretaries of executive departments.】

\* \* \* \* \*

### CHAPTER 47.—UNIFORM CODE OF MILITARY JUSTICE

\* \* \* \* \*

#### § 867. Art. 67. Review by the Court of Military Appeals.

(a)(1) There is a Court of Military Appeals, located for administrative purposes in the Department of Defense. The Court of Military Appeals consists of three judges appointed from civil life by the President, by and with the advice and consent of the Senate, for a term of fifteen years. Not more than two of the judges of that court may be appointed from the same political party, nor is any person eligible for appointment to the court who is not a member of the bar of a Federal court or of the highest court of a State. Each judge is entitled to a salary of 【\$25,500】 \$33,000 a year and is eligible for reappointment. The President shall designate from time to time one of the judges to act as Chief Judge. The Court of Military Appeals may prescribe its own rules of procedure and determine the number of judges required to constitute a quorum. A vacancy in the court does not impair the right of the remaining judges to exercise



the powers of the court. Upon his certificate, each judge is entitled to be paid by the Secretary of Defense (1) all necessary traveling expenses, and (2) his reasonable maintenance expenses, but not more than \$15 a day, incurred while attending court or transacting official business outside the District of Columbia.

(2) The terms of office of the three judges first taking office after February 28, 1951, expire, as designated by the President at the time of nomination, one on May 1, 1956, one on May 1, 1961, and one on May 1, 1966. The terms of office of all successors expire 15 years after the expiration of the terms for which their predecessors were appointed, but any judge appointed to fill a vacancy occurring before the expiration of the term for which his predecessor was appointed may be appointed only for the unexpired term of his predecessor.

(3) Judges of the Court of Military Appeals may be removed by the President, upon notice and hearing, for neglect of duty or malfeasance in office, or for mental or physical disability, but for no other cause.

(4) If a Judge of the Court of Military Appeals is temporarily unable to perform his duties because of illness or other disability, the President may designate a judge of a United States Court of Appeals to fill the office for the period of disability.

(b) The Court of Military Appeals shall review the record in—

(1) all cases in which the sentence, as affirmed by a board of review, affects a general or flag officer or extends to death;

(2) all cases reviewed by a board of review which the Judge Advocate General orders sent to the Court of Military Appeals for review; and

(3) all cases reviewed by a board of review in which, upon petition of the accused and on good cause shown, the Court of Military Appeals has granted a review.

(c) The accused has 30 days from the time when he is notified of the decision of a board of review to petition the Court of Military Appeals for review. The court shall act upon such a petition within 30 days of the receipt thereof.

(d) In any case reviewed by it, the Court of Military Appeals may act only with respect to the findings and sentence as approved by the convening authority and as affirmed or set aside as incorrect in law by the board of review. In a case which the Judge Advocate General orders sent to the Court of Military Appeals, that action need be taken only with respect to the issues raised by him. In a case reviewed upon petition of the accused, that action need be taken only with respect to issues specified in the grant of review. The Court of Military Appeals shall take action only with respect to matters of law.

(e) If the Court of Military Appeals sets aside the findings and sentence, it may, except where the setting aside is based on lack of sufficient evidence in the record to support the findings, order a rehearing. If it sets aside the findings and sentence and does not order a rehearing, it shall order that the charges be dismissed.

(f) After it has acted on a case, the Court of Military Appeals may direct the Judge Advocate General to return the record to the board of review for further review in accordance with the decision of the court. Otherwise, unless there is to be further action by the President or the Secretary concerned, the Judge Advocate General shall instruct



the convening authority to take action in accordance with that decision. If the court has ordered a rehearing, but the convening authority finds a rehearing impracticable, he may dismiss the charges.

(g) The Court of Military Appeals and the Judge Advocates General shall meet annually to make a comprehensive survey of the operation of this chapter and report to the Committees on Armed Services of the Senate and of the House of Representatives and to the Secretary of Defense, the Secretaries of the military departments, and the Secretary of the Treasury, the number and status of pending cases and any recommendations relating to uniformity of policies as to sentences, amendments to this chapter, and any other matters considered appropriate.

\* \* \* \* \*

### CHAPTER 303.—DEPARTMENT OF THE ARMY

Sec.

- 3011. Department of the Army: seal.
- 3012. Secretary of the Army: powers and duties; delegation by[; compensation].
- 3013. Under Secretary of the Army: Assistant Secretaries of the Army.
- 3014. Comptroller of the Army: appointment; functions.
- 3015. Chief of National Guard Bureau: appointment; acting chief.
- 3016. Administrative Assistant.
- 3017. Secretary of the Army: successors to duties.
- [3018. Compensation of General Counsel.]

\* \* \* \* \*

#### § 3012. Secretary of the Army: powers and duties; delegation by[; compensation].

(a) There is a Secretary of the Army, who is the head of the Department of the Army.

(b) The Secretary is responsible for and has the authority necessary to conduct all affairs of the Department of the Army, including—

(1) functions necessary or appropriate for the training, operations, administration, logistical support and maintenance, welfare, preparedness, and effectiveness of the Army, including research and development; and

(2) such other activities as may be prescribed by the President or the Secretary of Defense as authorized by law.

He shall perform such other duties relating to Army affairs, and conduct the business of the Department in such manner, as the President or the Secretary of Defense may prescribe. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.

(c) The Secretary may assign such of his duties as he considers appropriate to the Under Secretary of the Army and to the Assistant Secretaries of the Army. Officers of the Army shall, as directed by the Secretary, report on any matter to the Secretary, the Under Secretary, or an Assistant Secretary.

(d) The Secretary or, as he may prescribe, the Under Secretary or an Assistant Secretary shall supervise all matters relating to—

(1) the procurement activities of the Department of the Army; and

(2) planning for the mobilization of materials and industrial organizations essential to the wartime needs of the Army.

(e) The Secretary, as he considers appropriate, may assign, detail, and prescribe the duties of members of the Army and civilian personnel of the Department of the Army.

(f) The Secretary may change the title of any other officer, or of any activity, of the Department of the Army.

(g) The Secretary may prescribe regulations to carry out his functions, powers, and duties under this title.

[(h) The compensation of the Secretary is \$22,000 a year.]

### **§ 3013. Under Secretary of the Army; Assistant Secretaries of the Army.**

(a) There are an Under Secretary of the Army and three Assistant Secretaries of the Army in the Department of the Army. They shall be appointed from civilian life by the President, by and with the advice and consent of the Senate.

[(b) The compensation of the Under Secretary and of each of the four Assistant Secretaries is \$20,000 a year.]

\* \* \* \* \*

### **[§ 3018. Compensation of General Counsel.**

[(The compensation of the General Counsel of the Department of the Army is \$19,000 a year.)]

\* \* \* \* \*

## **CHAPTER 503.—DEPARTMENT OF THE NAVY**

Sec.

5011. Composition.

5012. United States Navy: composition; functions.

5013. United States Marine Corps: composition; functions.

**[5014. Compensation of General Counsel.]**

\* \* \* \* \*

### **[§ 5014. Compensation of General Counsel.**

[(The compensation of the General Counsel of the Department of the Navy is \$19,000 a year.)]

\* \* \* \* \*

## **CHAPTER 505.—SECRETARY, UNDER SECRETARY, AND ASSISTANT SECRETARIES OF THE NAVY**

Sec.

5031. Secretary of the Navy: responsibilities[; compensation].

5032. Secretary of the Navy: powers with respect to Coast Guard.

5033. Under Secretary of the Navy: appointment; duties[; compensation].

5034. Assistant Secretaries of the Navy: appointment; duties; compensation.

5035. Assistant Secretary of the Navy for Air: appointment; duties; compensation.

5036. Secretary of the Navy: succession to duties.

### **§ 5031. Secretary of the Navy: responsibilities[; compensation].**

(a) There is a Secretary of the Navy, who is the head of the Department of the Navy. He shall administer the Department of the Navy under the direction, authority, and control of the Secretary of Defense. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.



(b) The Secretary of the Navy shall execute such orders as he receives from the President relative to—

- (1) the procurement of naval stores and material;
- (2) the construction, armament, equipment, and employment of naval vessels; and
- (3) all matters connected with the Department of the Navy.

(c) The Secretary of the Navy has custody and charge of all books, records, and other property of the Department.

[(d) The compensation of the Secretary of the Navy is \$22,000 a year.]

\* \* \* \* \*

**§ 5033. Under Secretary of the Navy: appointment; duties[; compensation].**

(a) There is an Under Secretary of the Navy, appointed from civil life by the President, by and with the advice and consent of the Senate.

(b) The Under Secretary shall perform such duties as the Secretary of the Navy prescribes.

[(c) The compensation of the Under Secretary is \$20,000 a year.]

\* \* \* \* \*

**CHAPTER 803.—DEPARTMENT OF THE AIR FORCE**

Sec.

8011. Department of the Air Force: seal.

8012. Secretary of the Air Force: powers and duties; delegation by[; compensation].

8013. Under Secretary of the Air Force; Assistant Secretaries of the Air Force.

8014. Comptroller of the Air Force: appointment; functions.

8017. Secretary of the Air Force: successors to duties.

[8018. Compensation of General Counsel.]

\* \* \* \* \*

**§ 8012. Secretary of the Air Force: powers and duties: delegation by[; compensation].**

(a) There is a Secretary of the Air Force appointed from civilian life by the President, by and with the advice and consent of the Senate. The Secretary is the head of the Department of the Air Force.

(b) The Secretary is responsible for and has the authority necessary to conduct all affairs of the Department of the Air Force, including—

- (1) functions necessary or appropriate for the training, operations, administration, logistical support and maintenance, welfare, preparedness, and effectiveness of the Air Force, including research and development; and
- (2) such other activities as may be prescribed by the President or the Secretary of Defense as authorized by law.

He shall perform such other duties relating to Air Force affairs, and conduct the business of the Department in such manner, as the President or the Secretary of Defense may prescribe. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.

(c) The Secretary may assign such of his functions, powers, and duties as he considers appropriate to the Under Secretary of the Air Force and to the Assistant Secretaries of the Air Force. Officers of



the Air Force shall, as directed by the Secretary, report on any matter to the Secretary, the Under Secretary, or an Assistant Secretary.

(d) The Secretary or, as he may prescribe, the Under Secretary or an Assistant Secretary shall supervise all matters relating to—

(1) the procurement activities of the Department of the Air Force;

(2) planning for the mobilization of materials and industrial organizations essential to the wartime needs of the Air Force; and

(3) activities of the reserve components of the Air Force.

(e) The Secretary, as he considers appropriate, may assign, detail, and prescribe the duties of the members of the Air Force and civilian personnel of the Department of the Air Force.

(f) The Secretary may prescribe regulations to carry out his functions, powers, and duties under this title.

[(g) The compensation of the Secretary is \$22,000 a year.]

### **§ 8013. Under Secretary of the Air Force; Assistant Secretaries of the Air Force.**

(a) There are an Under Secretary of the Air Force and three Assistant Secretaries of the Air Force in the Department of the Air Force. They shall be appointed from civilian life by the President, by and with the advice and consent of the Senate.

[(b) The compensation of the Under Secretary and of each of the four Assistant Secretaries is \$20,000 a year.]

\* \* \* \* \*

### **[§ 8018. Compensation of General Counsel.**

[The compensation of the General Counsel of the Department of the Air Force is \$19,000 a year.]

## **SECTION 304 OF PUBLIC LAW 87-651 (76 STAT. 526)**

### **[COMPENSATION OF ASSISTANT SECRETARIES OF NAVY**

[SEC. 304. The compensation of each of the Assistant Secretaries of the Navy is \$20,000 a year.]

## **ATOMIC ENERGY ACT OF 1954, AS AMENDED (68 STAT. 924-926; 71 STAT. 612)**

\* \* \* \* \*

### **SEC. 22. MEMBERS.—**

a. Members of the Commission shall be appointed by the President, by and with the advice and consent of the Senate. In submitting any nomination to the Senate, the President shall set forth the experience and qualifications of the nominee. The term of office of each member of the Commission taking office after June 30, 1950, shall be five years, except that (1) the terms of office of the members first taking office after June 30, 1950, shall expire, as designated by the President at the time of the appointment, one at the end of one year, one at the end of two years, one at the end of three years, one at the end of four years, and one at the end of five years, after June 30, 1950; and (2) any member appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed, shall be appointed

for the remainder of such term. Any member of the Commission may be removed by the President for inefficiency, neglect of duty, or malfeasance in office. [Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum.]

\* \* \* \* \*

SEC. 24. GENERAL MANAGER, DEPUTY AND ASSISTANT GENERAL MANAGERS.—There is hereby established within the Commission—

a. a General Manager, who shall be the chief executive officer of the Commission, and who shall discharge such of the administrative and executive functions of the Commission as the Commission may direct. The General Manager shall be appointed by the Commission, shall serve at the pleasure of the Commission, and shall be removable by the Commission[, and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum].

b. a Deputy General Manager, who shall act in the stead of the General Manager during his absence when so directed by the General Manager, and who shall perform such other administrative and executive functions as the General Manager shall direct. The Deputy General Manager shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, and shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum].

c. Assistant General Managers, or their equivalents (not to exceed a total of three positions), who shall perform such administrative and executive functions as the General Manager shall direct. They shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, and shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum].

SEC. 25. DIVISIONS, OFFICES, AND POSITIONS.—There is hereby established within the Commission—

a. a Division of Military Application and such other program divisions (not to exceed ten in number) as the Commission may determine to be necessary to the discharge of its responsibilities, including a division or divisions the primary responsibilities of which include the development and application of civilian uses of atomic energy. Each such division shall be under the direction of a Director who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum]. The Director of the Division of Military Application shall be an active member of the Armed Forces. The Commission shall require each such division to exercise such of the Commission's administrative and executive powers as the Commission may determine;

b. an Office of the General Counsel under the direction of the General Counsel who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum]; and



c. an Inspection Division under the direction of a Director who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum]. The Inspection Division shall be responsible for gathering information to show whether or not the contractors, licensees, and officers and employees of the Commission are complying with the provisions of this Act (except those provisions for which the Federal Bureau of Investigation is responsible) and the appropriate rules and regulations of the Commission.

d. such other executive management positions (not to exceed six in number) as the Commission may determine to be necessary to the discharge of its responsibilities. Such positions shall be established by the General Manager with the approval of the Commission. They shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, and shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum].

\* \* \* \* \*

SEC. 27. MILITARY LIAISON COMMITTEE.—There is hereby established a Military Liaison Committee consisting of—

a. a Chairman, who shall be the head thereof and who shall be appointed by the President, by and with the advice and consent of the Senate, who shall serve at the pleasure of the President[, and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense]; and

\* \* \* \* \*

SEC. 28. APPOINTMENT OF ARMY, NAVY, OR AIR FORCE OFFICERS.—Notwithstanding the provisions of any other law, any active officer of the Army, Navy, or Air Force may serve as Director of the Division of Military Application without prejudice to his commissioned status as such officer. Any such officer serving as Director of the Division of Military Application shall receive in addition to his pay and allowances, including special and incentive pays, an amount equal to the difference between such pay and allowances, including special and incentive pays, and the compensation [prescribed in section 25] *for directors of other program divisions*. Notwithstanding the provisions of any other law, any active or retired officer of the Army, Navy, or Air Force may serve as Chairman of the Military Liaison Committee without prejudice to his active or retired status as such officer. Any such officer serving as Chairman of the Military Liaison Committee shall receive, in addition to his pay and allowances, including special and incentive pays, or in addition to his retired pay, an amount equal to the difference between such pay and allowances, including special and incentive pays, or between his retired pay, and the compensation prescribed for the Chairman of the Military Liaison Committee.



**SECTION 2 OF REORGANIZATION PLAN NO. 1 OF 1958, AS AMENDED (72 STAT. 1799 AND 861; 75 STAT. 630)**

**SEC. 2. *Office of Emergency Planning.*** (a) Subject to the provisions of this reorganization plan, the Office of Defense Mobilization and the Federal Civil Defense Administration are hereby consolidated to form a new agency in the Executive Office of the President which shall be known as the Office of Emergency Planning, hereinafter referred to as the "Office".

(b) There shall be at the head of the Office a Director of the Office of Emergency Planning, who shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments].

(c) There shall be in the Office a Deputy Director of the Office of Emergency Planning, who shall be appointed by the President by and with the advice and consent of the Senate, [shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203),] shall perform such functions as shall be delegated or assigned to him pursuant to the provisions of this reorganization plan, and shall act as Director during the absence or disability of the Director or in the event of a vacancy in the office of Director.

(d) There shall be in the Office three Assistant Directors of the Office of Emergency Planning, each of whom shall be appointed by the President by and with the advice and consent of the Senate, [shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments,] and shall perform such functions as shall be delegated or assigned to him pursuant to the provisions of this reorganization plan.

\* \* \* \* \*

**SECTION 2 OF THE ACT OF MAY 26, 1949, AS AMENDED (63 STAT. 111; 73 STAT. 265)**

**SEC. 2.** (a) The Secretary of State and the officers referred to in section 1 of this Act, as amended, shall be appointed by the President, by and with the advice and consent of the Senate. The Counselor of the Department of State and the Legal Adviser who are required to be appointed by the President, by and with the advice and consent of the Senate, shall rank equally with [and shall receive the same salary as] the Assistant Secretaries of State. Any such officer holding office at the time the provisions of this Act, as amended, become effective shall not be required to be reappointed by reason of the enactment of this Act, as amended. [Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State.]

(b) There is established in the Department of State an Office which shall be entitled as designated by the President, either Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs, which Office shall be filled by appointment by the President, by and with the advice and consent of the Senate. The incumbent of such Office [shall receive compensation at the rate of

\$22,000 a year and] shall perform such duties as may be prescribed by the Secretary of State. Any provision of law vesting authority in the "Under Secretary of State for Economic Affairs", or any other reference with respect thereto, is hereby amended to vest such authority in the Secretary of State.

## FEDERAL AVIATION ACT OF 1958, AS AMENDED (72 STAT. 741, 744)

\* \* \* \* \*

### TITLE II—CIVIL AERONAUTICS BOARD; GENERAL POWERS OF BOARD

#### CONTINUATION OF EXISTING BOARD

##### General

SEC. 201. (a)(1) The Civil Aeronautics Board, created and established under the name "Civil Aeronautics Authority" by section 201 of the Civil Aeronautics Act of 1938 and redesignated as the "Civil Aeronautics Board" by Reorganization Plan No. IV of 1940, is hereby continued as an agency of the United States, and shall continue to be composed of five members appointed by the President, by and with the advice and consent of the Senate, for terms of six years, beginning upon the expiration of the terms for which their predecessors were appointed, except that any person appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed shall be appointed only for the remainder of such term; but upon the expiration of his term of office a member shall continue to serve until his successor is appointed and shall have qualified.

(2) The members of the Board may be removed by the President for inefficiency, neglect of duty, or malfeasance in office. No more than three of the members shall be appointed from the same political party. The President shall designate annually one of the members of the Board to serve as chairman and one of the members to serve as vice chairman, who shall act as chairman in the absence or incapacity of the chairman. [Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as chairman shall receive a salary at the rate of \$20,500 per annum.]

\* \* \* \* \*

### TITLE III—ORGANIZATION OF AGENCY AND POWERS AND DUTIES OF ADMINISTRATOR

#### CREATION OF AGENCY

##### General

SEC. 301. (a) There is hereby established the Federal Aviation Agency, referred to in this Act as the "Agency". The Agency shall be headed by an Administrator who shall be appointed by the President, by and with the advice and consent of the Senate[, and who shall receive compensation at the rate of \$22,500 per annum]. The



Administrator shall be responsible for the exercise of all powers and the discharge of all duties of the Agency, and shall have authority and control over all personnel and activities thereof. In the exercise of his duties and the discharge of his responsibilities under this Act, the Administrator shall not submit his decisions for the approval of, nor be bound by the decisions or recommendations of, any committee, board, or other organization created by Executive order.

\* \* \* \* \*

#### ORGANIZATION OF AGENCY

##### Deputy Administrator

SEC. 302. (a) There shall be a Deputy Administrator of the Agency who shall be appointed by the President by and with the advice and consent of the Senate. The Deputy Administrator [shall receive compensation at the rate of \$20,500 per annum, and] shall perform such duties and exercise such powers as the Administrator shall prescribe. The Deputy Administrator shall act for, and exercise the powers of, the Administrator during his absence or disability.

\* \* \* \* \*

### SECTIONS 22, 23, AND 24 OF THE ARMS CONTROL AND DISARMAMENT ACT (75 STAT. 632)

#### DIRECTOR

SEC. 22. The Agency shall be headed by a Director, who shall serve as the principal adviser to the Secretary of State and the President on arms control and disarmament matters. In carrying out his duties under this Act the Director shall, under the direction of the Secretary of State, have primary responsibility within the Government for arms control and disarmament matters, as defined in this Act. He shall be appointed by the President, by and with the advice and consent of the Senate. [He shall receive compensation at the rate of \$22,500 per annum.]

#### DEPUTY DIRECTOR

SEC. 23. A Deputy Director of the Agency shall be appointed by the President, by and with the advice and consent of the Senate. [He shall receive compensation at the rate of \$21,500 per annum.] The Deputy Director shall perform such duties and exercise such powers as the Director may prescribe. He shall act for, and exercise the powers of, the Director during his absence or disability or during a vacancy in said office.

#### ASSISTANT DIRECTORS

SEC. 24. Not to exceed four Assistant Directors may be appointed by the President, by and with the advice and consent of the Senate. [They shall receive compensation at the rate of \$20,000 per annum.] They shall perform such duties and exercise such powers as the Director may prescribe.



## SECTION 3 OF THE ACT OF MARCH 2, 1955 (69 STAT. 10)

【SEC. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

【(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.

【(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum.】

## SECTION 102(c) AND SECTION 201 OF REORGANIZATION PLAN NUMBERED 7 OF 1961 (75 STAT. 840, 842)

## PART I—FEDERAL MARITIME COMMISSION

\* \* \* \* \*

SEC. 102. *Composition of the Commission.*—(a)

\* \* \* \* \*

(c) Of the first five Commissioners appointed hereunder, one shall be appointed for a term expiring on June 30, 1962, one for a term expiring on June 30, 1963, one for a term expiring on June 30, 1964, and two for terms expiring on June 30, 1965. Their successors shall be appointed for terms of four years, except that any person chosen to fill a vacancy shall be appointed only for the unexpired term of the Commissioner whom he succeeds. Not more than three of the Commissioners shall be appointed from the same political party. A vacancy in the office of any such Commissioner shall be filled in the same manner as the original appointment. 【The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum.】

\* \* \* \* \*

SECTION 201. *Maritime Administrator.*—There shall be at the head of the Maritime Administration (established by the provisions of part II of Reorganization Plan No. 21 of 1950) a Maritime Administrator who shall be appointed by the President, by and with the advice and consent of the Senate, 【shall receive a salary at the rate of \$20,000 per annum,】 and shall perform such duties as the Secretary of Commerce shall prescribe.

## FOURTH SENTENCE OF SECTION 4(a) OF THE SECURITIES EXCHANGE ACT OF 1934, AS AMENDED (74 STAT. 408 AND 913)

-SEC. 4. (a) \* \* \* Each Commissioner 【shall receive a salary at the rate of \$20,000 a year, except that the chairman shall receive additional salary at the rate of \$500 a year and】 shall hold office for a term of five years and until his successor is appointed and has qualified, except that he shall not so continue to serve beyond the expiration of the next session of Congress subsequent to the expiration of said fixed term of office, and except (1) any Commissioner appointed to fill a vacancy occurring prior to the expiration of the term for which his

predecessor was appointed shall be appointed for the remainder of such term, and (2) the terms of office of the Commissioners first taking office after the enactment of this title shall expire as designated by the President at the time of nomination, one at the end of one year, one at the end of two years, one at the end of three years, one at the end of four years, and one at the end of five years, after the date of the enactment of this title. \* \* \*

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## **SECTION 8 OF THE FOOD ADDITIVES AMENDMENT OF 1958 (72 STAT. 1789)**

**[SEC. 8. The annual rate of basic compensation of the Commissioner of Food and Drugs shall be \$20,000.]**

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## **SECTION 3 OF THE AREA REDEVELOPMENT ACT (75 STAT. 48)**

### **AREA REDEVELOPMENT ADMINISTRATOR**

**SEC. 3.** There shall be appointed by the President, by and with the advice and consent of the Senate, an Area Redevelopment Administrator in the Department of Commerce [who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce]. The Administrator shall perform such duties in the execution of this Act as the Secretary of Commerce (hereinafter referred to as the "Secretary") may assign.

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## **SECTION 203(b)(1) OF THE NATIONAL SECURITY ACT OF 1947 (72 STAT. 520)**

**(b)(1)** There shall be a Director of Defense Research and Engineering who shall be appointed from civilian life by the President by and with the advice and consent of the Senate, who shall take precedence in the Department of Defense after the Secretary of Defense, the Deputy Secretary of Defense, the Secretary of the Army, the Secretary of the Navy, and the Secretary of the Air Force. The Director performs such duties with respect to research and engineering as the Secretary of Defense may prescribe, including, but not limited to, the following: (i) to be the principal adviser to the Secretary of Defense on scientific and technical matters; (ii) to supervise all research and engineering activities in the Department of Defense; and (iii) to direct and control (including their assignment or reassignment) research and engineering activities that the Secretary of Defense deems to require centralized management. **[The compensation of the Director is that prescribed by law for the Secretaries of the military departments.]**



**SECTION 303(a) OF TITLE 23, UNITED STATES CODE****§ 303. Bureau organization.**

(a) The Bureau of Public Roads shall be in the Department of Commerce as a primary unit administered by the Federal Highway Administrator, appointed by the President by and with the advice and consent of the Senate. The Administrator [shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and] shall perform such duties as the Secretary of Commerce may prescribe or as may be required by law. There shall be a Deputy Federal Highway Administrator, who shall be appointed by the Secretary and perform such duties as may be prescribed by the Federal Highway Administrator. [The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator.]

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**THE LAST PROVISIO IN THE PARAGRAPH UNDER THE  
HEADING "IMMIGRATION AND NATURALIZATION SERV-  
ICE" AND UNDER THE SUBHEADING "SALARIES AND  
EXPENSES" IN THE DEPARTMENT OF JUSTICE APPRO-  
PRIATION ACT, 1959 (72 STAT. 251; 5 U.S.C. 2206 NOTE)**

**[ : *Provided further*, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum ]**

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**SECTION 3 OF TITLE 35, UNITED STATES CODE****§ 3. Officers and employees.**

A Commissioner of Patents, one first assistant commissioner, two assistant commissioners, and not more than fifteen examiners-in-chief, shall be appointed by the President, by and with the advice and consent of the Senate. The assistant commissioners shall perform the duties pertaining to the office of commissioner assigned to them by the Commissioner. The first assistant commissioner, or, in the event of a vacancy in that office, the assistant commissioner senior in date of appointment, shall fill the office of Commissioner during a vacancy in that office until a Commissioner is appointed and takes office. The Secretary of Commerce, upon the nomination of the Commissioner in accordance with law, shall appoint all other officers and employees.

**[The annual rate of compensation of the Commissioner shall be \$20,000.]** The Secretary of Commerce is authorized to fix the per annum rate of basic compensation of each examiner-in-chief in the Patent Office at not in excess of the maximum scheduled rate provided for positions in grade 17 of the General Schedule of the Classification Act of 1949, as amended.

The Secretary of Commerce may vest in himself the functions of the Patent Office and its officers and employees specified in this title and may from time to time authorize their performance by any other officer or employee.



**SECTION 4(a) OF THE PEACE CORPS ACT (75 STAT. 612)****DIRECTOR OF THE PEACE CORPS AND DELEGATION OF FUNCTIONS**

SEC. 4. (a) The President may appoint, by and with the advice and consent of the Senate, a Director of the Peace Corps[, whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum,] and a Deputy Director of the Peace Corps [, whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum].

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**SECTION 4 OF THE INTERNATIONAL TRAVEL ACT OF 1961  
(75 STAT. 130)**

SEC. 4. There is hereby established in the Department of Commerce a United States Travel Service which shall be headed by a Director who shall be appointed by the President, by and with the advice and consent of the Senate, [who shall be compensated at the rate of \$19,000 per annum,] and who shall report directly to the Secretary. All duties and responsibilities of the Secretary under this Act shall be exercised directly by the Secretary or by the Secretary through the Director.

**SECTION 14(b) OF THE FEDERAL EMPLOYEES HEALTH  
BENEFITS ACT OF 1959 (73 STAT. 716)**

[(b) The rate of basic compensation of the Executive Director of the United States Civil Service Commission shall be \$19,000 per annum.]

**SECTION 107(c) OF THE RENEGOTIATION ACT OF 1951  
(73 STAT. 211)**

(c) There shall be a General Counsel of the Renegotiation Board who shall be appointed by the Board without regard to the civil-service laws and regulations[, and shall receive compensation at the rate of \$19,000 per annum]. \* \* \*

**SECTION 201 (a) AND (b) OF THE NATIONAL CAPITAL TRANS-  
PORTATION ACT OF 1960 (74 STAT. 538)****NATIONAL CAPITAL TRANSPORTATION AGENCY**

SEC. 201. (a) There is hereby established the National Capital Transportation Agency (hereinafter referred to as the "Agency"). The Agency shall be subject to the direction and supervision of the President, or the head of such department or agency as he may designate. The Agency shall be headed by an Administrator who shall be appointed by the President, by and with the advice and consent of the

Senate], and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum].

(b) To assist the Administrator in the execution of the functions vested in the Agency there shall be a Deputy Administrator who shall be appointed by the President, by and with the advice and consent of the Senate [ , and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended]. The Deputy Administrator shall perform such duties as the Administrator may from time to time designate and shall be Acting Administrator during the absence or disability of the Administrator.

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## SECTION 624 OF THE FOREIGN ASSISTANCE ACT OF 1961 (75 STAT. 447-449; 76 STAT. 262)

SEC. 624. STATUTORY OFFICERS.—(a) The President may appoint, by and with the advice and consent of the Senate, twelve officers in the agency primarily responsible for administering part I, [of whom—

[(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an Executive Department;

[(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an Executive Department; and

[(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an Executive Department,] and in the selection of one of such persons due consideration shall be given to persons qualified as professional engineers.

\* \* \* \* \*

(d) (1) In addition to the officers provided for in subsection (a) of this section, there shall be in the Department of State an officer with the title of "Inspector General, Foreign Assistance," who shall be appointed by the President, by and with the advice and consent of the Senate. In addition, there shall be one Deputy Inspector General, Foreign Assistance, and two Assistant Inspector Generals, Foreign Assistance, who shall be appointed by the President, and such other personnel as may be required to carry out the functions vested in the Inspector General, Foreign Assistance, by this subsection. Notwithstanding any other provisions of law, such of the personnel employed under the authority of section 533A of the Mutual Security Act of 1954, as amended, as the Inspector General, Foreign Assistance, may designate, and such of the property, records, and funds of the office established by such section 533A as the Inspector General, Foreign Assistance, may deem necessary, may be transferred to the office of the Inspector General, Foreign Assistance. [The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,500 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually.]



(2) The Inspector General, Foreign Assistance, shall report directly to the Secretary of State and shall have the following duties and responsibilities:

(A) He shall arrange for, direct or conduct such reviews, inspections and audits of programs being conducted under part I of this Act and of the Peace Corps, and programs being conducted by United States Government agencies under Public Law 86-735, as he considers necessary for the purpose of ascertaining the efficiency and the economy of their administration, their consonance with the foreign policy of the United States, and the attainment of their objectives.

(B) For the purpose of ascertaining the extent to which programs of assistance being carried out under part II of this Act and the Agricultural Trade Development and Assistance Act of 1954, as amended, are in consonance with the foreign policy of the United States, are aiding in the attainment of the objectives of this Act, and are being carried out consistently with the responsibilities with respect thereto of the respective United States chiefs of missions and of the Secretary of State, as well as the efficiency and the economy with which such responsibilities are discharged, he shall arrange for, direct or conduct such reviews, inspections and audits of programs of assistance under part II of this Act and the Agricultural Trade Development and Assistance Act of 1954, as amended, as he considers necessary.

(3) The Inspector General, Foreign Assistance, shall maintain continuous observation and review of programs with respect to which he has responsibilities under paragraph (2) of this subsection for the purpose of—

(A) determining the extent to which such programs are in compliance with applicable laws and regulations;

(B) making recommendations for the correction of deficiencies in, or for improving the organization, plans or procedures of, such programs; and

(C) evaluating the effectiveness of such programs in attaining United States foreign policy objectives and reporting to the Secretary of State with respect thereto.

(4) In order to eliminate duplication and to assure full utilization of existing data, the Inspector General, Foreign Assistance, shall, in carrying out his duties under this Act, give due regard to the audit, investigative and inspection activities of the various agencies, including those of the General Accounting Office and of the military Inspectors General.

(5) For the purpose of aiding in carrying out his duties under this Act, the Inspector General, Foreign Assistance, shall have access to all records, reports, audits, reviews, documents, papers, recommendations, or other material of the agencies of the United States Government administering part I or part II of this Act and Public Law 86-735, the Peace Corps or the Agricultural Trade Development and Assistance Act of 1954, as amended. All agencies of the United States Government shall cooperate with the Inspector General, Foreign Assistance, and shall furnish assistance upon request to the Inspector General, Foreign Assistance, in aid of his responsibilities.

(6) The Inspector General, Foreign Assistance, shall have authority to suspend all or any part of any project or operation (but not a



country program) with respect to which he has conducted or is conducting an inspection, audit or review provided he first has given written notice to the Secretary of State. Any such suspension shall remain effective until such program or part thereof is ordered resumed by the Inspector General, Foreign Assistance, or by the Secretary of State. This paragraph shall not apply to part II of this Act, and with respect to the Agricultural Trade Development and Assistance Act of 1954, as amended, shall apply only to projects and operations administered by the Secretary of State.

(7) Expenses of the Inspector General, Foreign Assistance, with respect to programs under part I or part II of this Act and Public Law 86-735, and the Peace Corps shall be charged to the appropriations made to carry out such programs, and with respect to programs under the Agricultural Trade Development and Assistance Act of 1954, as amended, shall be charged to funds available under the authority of this Act: *Provided*, That such appropriations shall not be charged with such expenses after the expiration of a thirty-five day period which begins on the date the General Accounting Office, or any committee of the Congress, or any duly authorized subcommittee thereof, charged with considering legislation, appropriations, or expenditures under the Act, has delivered to the Office of the Secretary of State a written request that it be furnished any document, paper, communication, audit, review, finding, recommendation, report, or other material which relates to the operation or activities of the Inspector General, Foreign Assistance, unless and until there has been furnished to the General Accounting Office, or to such committee, or subcommittee, as the case may be, (A) the document, paper, communication, audit, review, finding, recommendation, report, or other material so requested, or (B) a certification by the President personally that he has forbidden the furnishing thereof pursuant to such request and his reason for so doing. The waiver authority in section 614(a) of this Act and the provisions of section 634(c) of this Act shall not apply to this subsection. Such expenses shall not exceed \$2,000,000 in any fiscal year. The Inspector General, Foreign Assistance, may make expenditures (not in excess of \$2,000 in any fiscal year) of a confidential nature when he finds that such expenditures are in aid of inspections, audits or reviews under this subsection. A certificate of the amount of each such expenditure, the nature of which it is considered inadvisable to specify, shall be made by the Inspector General, Foreign Assistance, and every such certificate shall be deemed a sufficient voucher for the amount therein specified.

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## SECTION 202 OF THE ACT OF JULY 1, 1960 (74 STAT. 305)

SEC. 202. There shall be in the Department of Health, Education, and Welfare an Administrative Assistant Secretary of Health, Education, and Welfare who shall be appointed, with the approval of the President, by the Secretary of Health, Education, and Welfare under the classified civil service, who shall perform such duties as the Secretary shall prescribe[, and whose annual rate of basic compensation shall be \$19,000].

**THAT PART OF THE PUBLIC WORKS APPROPRIATION ACT, 1963, UNDER THE HEADING "DEPARTMENT OF THE INTERIOR" AND UNDER THE CAPTION "BUREAU OF RECLAMATION" AND THE SUBHEADING "ADMINISTRATIVE PROVISIONS" (76 STAT. 1223; 43 U.S.C. 373a-1)**

**[After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent.]**

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**THAT PART OF THE PUBLIC WORKS APPROPRIATION ACT, 1962, UNDER THE HEADING "DEPARTMENT OF THE INTERIOR" AND UNDER THE CAPTION "BONNEVILLE POWER ADMINISTRATION" AND THE SUBHEADING "CONSTRUCTION" (75 STAT. 728; 16 U.S.C. 832a-1)**

**[After October 1, 1961, the position of Administrator, Bonneville Power Administration shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent.]**

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**SECTION 205 OF THE PUBLIC WORKS APPROPRIATION ACT, 1958 (71 STAT. 423; 5 U.S.C. 483-1 NOTE, 2206 NOTE), AS AMENDED**

**[SEC. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior.]**

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**THE PROVISO IN THE FIRST PARAGRAPH UNDER THE HEADING "FEDERAL BUREAU OF INVESTIGATION" AND UNDER THE SUBHEADING "SALARIES AND EXPENSES" IN THE DEPARTMENT OF JUSTICE APPROPRIATION ACT, 1964 (77 STAT. 782; PUBLIC LAW 88-245)**

**[*Provided*, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent]**



# SECTION 7443(c) AND SECTION 7801(b)(2) OF THE INTERNAL REVENUE CODE OF 1954

## SEC. 7443. MEMBERSHIP.

\* \* \* \* \*

(c) SALARY.—Each judge shall receive salary at the rate of **[\$22,500]** \$30,000 per annum, to be paid in monthly installments.

\* \* \* \* \*

## SEC. 7801. AUTHORITY OF THE DEPARTMENT OF THE TREASURY.

\* \* \* \* \*

(b) OFFICE OF GENERAL COUNSEL FOR THE DEPARTMENT.— \* \* \*

(1) GENERAL COUNSEL.— \* \* \*

(2) ASSISTANT GENERAL COUNSELS.—The President is authorized to appoint, by and with the advice and consent of the Senate, an Assistant General Counsel who shall be the Chief Counsel for the Internal Revenue Service [and shall receive basic compensation at the annual rate of \$19,000]. The Chief Counsel shall be the chief law officer for the Internal Revenue Service and shall perform such duties as may be prescribed by the Secretary. The Secretary may appoint, without regard to the provisions of the civil service laws, and fix the duties of not to exceed five other assistant General Counsels.

\* \* \* \* \*

# SECTION 5(d) OF THE FARM CREDIT ACT OF 1953, AS AMENDED (75 STAT. 793; 12 U.S.C. 636d(d))

## GOVERNOR OF FARM CREDIT ADMINISTRATION

SEC. 5. (a) \* \* \*

\* \* \* \* \*

(d) The Governor shall appoint such other personnel as may be necessary to carry out the functions, powers, and duties vested in the Farm Credit Administration[: *Provided*, That the salary of not more than three positions of deputy governor each shall be fixed by the Board at a rate not exceeding the maximum scheduled rate of the General Schedule of the Classification Act of 1949, as amended]. The Farm Credit Administration shall consist of the Board, the Governor, and such other personnel as are employed in carrying out the functions, powers, and duties vested in the Farm Credit Administration. All functions, powers, and duties of the Farm Credit Administration, except those herein conferred upon the Board, shall be exercised and performed by the Governor and may be exercised and performed by him through such officers and employees of the Farm Credit Administration as he shall designate.



**SECTION 2(a) AND (b) AND SECTION 22(a) OF REORGANIZATION PLAN NUMBERED 2 OF 1962 (76 STAT. 1253, 1255; 5 U.S.C. 133z-15 NOTE)**

**CERTAIN SCIENCE AGENCIES AND FUNCTIONS**

**PART I—OFFICE OF SCIENCE AND TECHNOLOGY**

\* \* \* \* \*

**SEC. 2. *Director and deputy.*** (a) There shall be at the head of the Office the Director of the Office of Science and Technology, hereafter in this Part referred to as the Director. The Director shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate of \$22,500 per annum].

(b) There shall be in the Office a Deputy Director of the Office of Science and Technology, who shall be appointed by the President by and with the advice and consent of the Senate [and receive compensation at the rate of \$20,500 per annum]. The Deputy Director shall perform such functions as the Director may from time to time prescribe and shall act as Director during the absence or disability of the Director or in the event of vacancy in the Office of Director.

\* \* \* \* \*

**SEC. 22. *Director.*** (a) There is hereby established in the National Science Foundation a new office with the title of Director of the National Science Foundation. The Director of the National Science Foundation, hereafter in this Part referred to as the Director, shall be appointed by the President by and with the advice and consent of the Senate. Before any person is appointed as Director the President shall afford the Board an opportunity to make recommendations to him with respect to such appointment. The Director [shall receive compensation at the rate of \$21,000 per annum and] shall serve for a term of six years unless sooner removed by the President. The Director shall not engage in any business, vocation or employment other than that of serving as such Director, nor shall he, except with the approval of the Board, hold any office in, or act in any capacity for, any organization, agency, or institution with which the Foundation makes any contract or other arrangement under the National Science Foundation Act of 1950.

\* \* \* \* \*

**SECTION 104(b) OF THE IMMIGRATION AND NATIONALITY ACT (66 STAT. 174; 8 U.S.C. 1104(b))**

**POWERS AND DUTIES OF THE SECRETARY OF STATE; BUREAU OF SECURITY AND CONSULAR AFFAIRS**

**SEC. 104. (a) \* \* \***

(b) There is hereby established in the Department of State a Bureau of Security and Consular Affairs, to be headed by an administrator (with an appropriate title to be designated by the Secretary of State), with rank [and compensation] equal to that of an Assistant Secretary of State. He shall be appointed by the President by and

with the advice and consent of the Senate. The administrator shall be a citizen of the United States, qualified by experience, and shall maintain close liaison with the appropriate committees of Congress in order that they may be advised regarding the administration of this Act by consular officers. He shall be charged with any and all responsibility and authority in the administration of the Bureau and of this Act which are conferred on the Secretary of State as may be delegated to him by the Secretary of State or which may be prescribed by the Secretary of State. He shall also perform such other duties as the Secretary of State may prescribe.

## TITLE 28, UNITED STATES CODE

\* \* \* \* \*

### § 5. Salaries of justices.

The Chief Justice shall receive a salary of **[\$35,500]** \$43,000 a year, and each associate justice shall receive a salary of **[\$35,000]** \$42,500 a year.

\* \* \* \* \*

### § 44. Appointment, tenure, residence and salary of circuit judges.

\* \* \* \* \*

(d) Each circuit judge shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

### § 135. Salaries of district judges.

Each judge of a district court of the United States shall receive a salary of **[\$22,500]** \$30,000 a year.

The chief judge of the District Court for the District of Columbia shall receive a salary of **[\$23,000]** \$30,500 a year.

\* \* \* \* \*

### § 173. Tenure and salaries of judges.

The chief judge and associate judges of the Court of Claims shall hold office during good behavior. Each shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

### § 213. Tenure and salaries of judges.

Judges of the Court of Customs and Patent Appeals shall hold office during good behavior. Each shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

### § 252. Tenure and salaries of judges.

Judges of the Customs Court shall hold office during good behavior. Each shall receive a salary of **[\$22,500]** \$30,000 a year.

\* \* \* \* \*

**§ 508. Salaries.**

[The Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title within the following limitations:

[United States attorneys—not less than \$12,000 or more than \$20,000; and

[Assistant United States attorneys and attorneys appointed under section 503 of this title—not more than \$17,500.]

**§ 508. Salaries.**

*Subject to subsection (d) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended.*

\* \* \* \* \*

**CHAPTER 41—ADMINISTRATIVE OFFICE OF UNITED STATES COURTS**

\* \* \* \* \*

**§ 603. Salaries.**

The Director shall receive a salary of **[\$15,000]** \$28,000 a year. The Deputy Director shall receive a salary of **[\$12,500]** \$27,000 a year.

\* \* \* \* \*

**§ 753. Reporters.**

\* \* \* \* \*

(e) Each reporter shall receive an annual salary to be fixed from time to time by the Judicial Conference of the United States at not less than \$3,000 nor more than **[\$7,630]**<sup>2</sup> per annum. All supplies shall be furnished by the reporter at his own expense.

\* \* \* \* \*

**CHAPTER 51—COURT OF CLAIMS**

\* \* \* \* \*

**§ 792. Commissioners.**

\* \* \* \* \*

(b) Each commissioner shall receive basic compensation at the rate of **[\$14,800]** \$27,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in **[sections 835–842 of Title 5]** *the Travel Expense Act of 1949, as amended*, while traveling on official business and away from Washington, District of Columbia.

\* \* \* \* \*

<sup>2</sup> Sec. 402(c) of title IV of the bill (relating to Federal judicial salaries) provides for a new salary limitation which reflects the respective applicable increases provided by title I (relating to Federal employees salary systems) in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.



**SECTION 6(f) OF THE ACT OF SEPTEMBER 24, 1959 (73 STAT. 706; 5 U.S.C. 2376(f))**

**POWERS AND ADMINISTRATIVE PROVISIONS**

SEC. 6. (a) \* \* \*

\* \* \* \* \*

(f) No individual employed in the service of the Commission shall be paid compensation for such employment at a rate in excess of **[\$20,000 per annum]** *the rate provided by law for level VI of the Federal Executive Salary Schedule.*

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**SECTION 2 OF THE ACT OF JULY 30, 1946, AS AMENDED (60 STAT. 712; 70 STAT. 740; 22 U.S.C. 287n)**

SEC. 2. The President by and with the consent of the Senate shall designate from time to time to attend a specified session or specified sessions of the General Conference of the Organization not to exceed five representatives of the United States and such number of alternates not to exceed five as he may determine consistent with the rules of procedure of the General Conference: *Provided, however, That each such representative and each such alternate must be an American citizen. One of the representatives shall be designated as the senior representative. Such representatives and alternates shall each be entitled to receive compensation at such [rates, not to exceed \$15,000 per annum, as the President may determine,] rates provided by section 412 of the Foreign Service Act of 1946, as amended, as the President may determine,* for such periods as the President may specify, except that no Member of the Senate or House of Representatives or officer of the United States who is designated under this section as a representative of the United States or as an alternate to attend any specified session or specified sessions of the General Conference shall be entitled to receive such compensation. Whenever a representative of the United States is elected by the General Conference to serve on the Executive Board, or is elected President of the General Conference and thus becomes an ex officio adviser to the Executive Board, under provision of article V of the constitution of the Organization, the President may extend the above provisions for compensation to such representative during periods of service in connection with the Executive Board.

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**SECTION 2 OF THE ACT OF JULY 1, 1947 (61 STAT. 215; 22 U.S.C. 289a)**

SEC. 2. The President shall designate from time to time a representative of the United States and not to exceed two alternates to attend a specified session or specified sessions of the general council of the Organization. Whenever the United States is elected to membership on the executive committee, the President shall designate from time to time, either from among the aforesaid representative and alternates or otherwise, a representative of the United States and not to exceed one alternate to attend sessions of the executive committee.

Such representative or representatives [shall each be entitled to receive compensation at a rate not to exceed \$12,000 per annum, and any such alternate shall be entitled to receive compensation at a rate not to exceed \$10,000 per annum,], and any such alternate, shall be entitled to receive compensation at one of the rates provided by section 412 of the Foreign Service Act of 1946, as amended, for such period or periods as the President may specify, except that no Member of the Senate or House of Representatives or officer of the United States who is designated as such a representative shall be entitled to receive such compensation.

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**SECTION 2 OF THE ACT OF MAY 29, 1959 (73 STAT. 63 and 64;  
PUBLIC LAW 86-36)**

SEC. 2. The Secretary of Defense (or his designee for the purpose) is authorized to establish such positions, and to appoint thereto such officers and employees, in the National Security Agency, as may be necessary to carry out the functions of such agency. The rates of basic compensation for such positions shall be fixed by the Secretary of Defense (or his designee for the purpose) in relation to the rates of basic compensation contained in the General Schedule of the Classification Act of 1949, as amended, for positions subject to such Act which have corresponding levels of duties and responsibilities. Except as provided in [section 4 of this Act] subsection (d) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule. Not more than sixty-five such officers and employees shall be paid basic compensation at rates equal to rates of basic compensation contained in grades 16, 17, and 18 of such General Schedule.

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**SECTIONS 2 AND 3 OF THE ACT OF JULY 25, 1958  
(72 STAT. 414)**

[SEC. 2. Except as provided by section 3 of this Act, the compensation of the Commissioners of the District of Columbia shall be at the rate of \$19,000 each per annum.

[SEC. 3. The Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized for a Commissioner by section 2 of this Act.]

SEC. 2. Except as otherwise provided by this section and section 3 of this Act—

(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$26,500 each per annum; and

(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.



**SEC. 3.** *Notwithstanding any other provision of law—*

(1) *the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$27,000 per annum; and*

(2) *if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.*

## **SECTION 202(e) AND SECTION 601(a) OF THE LEGISLATIVE REORGANIZATION ACT OF 1946, AS AMENDED (2 U.S.C. 72a(e) AND 31(a))**

### **COMMITTEE STAFFS**

**SEC. 202. (a) \* \* \***

\* \* \* \* \*

(e) *The professional staff members of the standing committees shall receive basic annual compensation, to be fixed by the chairman, ranging from \$5,000 to [\$8,880] the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended, and the clerical staff shall receive basic annual compensation up to [\$8,880] the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.*

\* \* \* \* \*

### **COMPENSATION OF MEMBERS OF CONGRESS**

**SEC. 601. (a)** *The compensation of Senators, Representatives in Congress, [Delegates from the Territories,] and the Resident Commissioner from Puerto Rico shall be at the rate of [\$22,500] \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of [\$35,000] \$43,000 per annum.*

\* \* \* \* \*

## **CLAUSE 28(c) OF RULE XI OF THE RULES OF THE HOUSE OF REPRESENTATIVES**

**28(a). \* \* \***

\* \* \* \* \*

(c) *The professional staff members of the standing committees shall receive annual compensation, to be fixed by the chairman, ranging from \$5,000 to [\$8,880] the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended, and the clerical staff shall receive annual compensation up to [\$8,880] the highest amount which, together with additional compensation author-*



*ized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.*

\* \* \* \* \*

## SECTION 40 a. OF THE BANKRUPTCY ACT (11 U.S.C. 68(a))

SEC. 40. COMPENSATION OF REFEREES; REFEREES' SALARY AND EXPENSE FUNDS; RETIREMENT OF REFEREES. a. Referees shall receive as full compensation for their services salaries to be fixed by the conference, in the light of the recommendations of the councils, made after advising with the district judges of their respective circuits, and of the Director, at rates not more than **[\$15,000]** \$22,500 per annum for full-time referees, and not more than **[\$7,500]** \$11,000 per annum for part-time referees. In fixing the amount of salary to be paid to a referee, consideration shall be given to the average number and the types of, and the average amount of gross assets realized from, cases closed and pending in the territory which the referee is to serve, during the last preceding period of ten years, and to such other factors as may be material. Disbursement of such salaries shall be made monthly by or pursuant to the order of the Director.

## SECTIONS 11-702 AND 11-902 OF THE DISTRICT OF COLUMBIA CODE (PUBLIC LAW 88-241)

### § 11-702. Composition; appointment, qualifications, tenure, salaries, and oath of judges; removal.

(a) The District of Columbia Court of Appeals shall consist of a chief judge and two associate judges appointed by the President of the United States, by and with the advice and consent of the Senate.

(b) A person may not be appointed as a judge of the court unless he:

(1) is a bona fide resident of the area consisting of the District of Columbia, Montgomery and Prince Georges Counties in Maryland, Arlington and Fairfax Counties in Virginia, and the city of Alexandria, Virginia, and has maintained an actual place of abode in the area for at least five years prior to his appointment; and

(2) has been actively engaged in the practice of law in the District of Columbia for a period of at least five years immediately prior to his appointment.

(c) Each judge shall be appointed or reappointed for a term of ten years, which terms shall be staggered as heretofore provided for; and he shall continue in office until the appointment and qualification of his successor.

(d) The chief judge shall receive an annual salary of **[\$19,000]** \$26,000, and each associate judge shall receive an annual salary of **[\$18,500]** \$25,500.

(e) Each judge, when appointed, shall take the oath prescribed for judges of courts of the United States.

(f) A judge may be removed only in the manner and for the causes provided for the removal of Federal judges.

\* \* \* \* \*

**§ 11-902. Composition; appointment, qualifications, tenure, salaries, and oath of judges; removal.**

(a) The District of Columbia Court of General Sessions shall consist of a chief judge and fifteen associate judges appointed by the President of the United States, by and with the advice and consent of the Senate.

(b) A person may not be appointed as a judge of the court unless he:

(1) is a bona fide resident of the area consisting of the District of Columbia, Montgomery and Prince Georges Counties in Maryland, Arlington and Fairfax Counties in Virginia, and the city of Alexandria, Virginia, and has maintained an actual place of abode in the area for at least five years prior to his appointment; and

(2) has been a member of the bar of the District of Columbia for a period of at least five years, and, for a period of at least five consecutive years immediately prior to his appointment, either has been actively engaged in the practice of law or has been employed as an attorney in the District in the government of the United States or in the government of the District of Columbia.

(c) Each judge shall be appointed or reappointed for a term of ten years each, which terms shall be staggered as heretofore provided for; and he shall continue in office until the appointment and qualification of his successor.

(d) The chief judge shall receive an annual salary of **[\$18,000]** \$25,000, and each associate judge shall receive an annual salary of **[\$17,500]** \$24,500.

(e) Each judge, when appointed, shall take the oath prescribed for judges of courts of the United States.

(f) A judge may be removed only in the manner and for the causes provided for the removal of Federal judges.

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**FIRST SENTENCE OF THE SECOND PARAGRAPH OF SECTION 2 OF THE DISTRICT OF COLUMBIA REVENUE ACT OF 1937, AS AMENDED (DISTRICT OF COLUMBIA CODE, SEC. 47-2402)**

The salary of such person so appointed shall be **[\$17,500]** \$24,500 per annum.







## MINORITY VIEWS ON H.R. 11049

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H.R. 11049 is the same unappetizing platter of pay raises that was dished up in H.R. 8986 to the House of Representatives last March. The House decisively rejected H.R. 8986 on a rollcall vote of 222 to 184, thereby sustaining the minority views on that measure, contained in House Report 899, and which continue to apply with equal force and effectiveness to H.R. 11049.

The new pottage of pay raises, H.R. 11049, is no more palatable than was the earlier serving. It is ill timed, unwarranted, expensive, and contrary to sound reasoning and responsibility. It was literally cooked up overnight and reported from the Post Office and Civil Service Committee under pressure tactics so blatant and callous they shame our American legislative process. H.R. 11049 should be as decisively rejected by the House of Representatives as was the earlier bill.

### HIGHHANDED COMMITTEE PROCEDURE—NO HEARINGS HELD

In evaluating H.R. 11049, Members are necessarily obliged to take into consideration the procedure under which the measure was reported to the House by its committee having jurisdiction.

H.R. 11049 was introduced in the House on April 28, 1964. Copies of the bill were made available to the members of the committee the following afternoon, April 29. It was then made the order of business at an executive session of the Post Office and Civil Service Committee scheduled for 10 a.m. the next morning, April 30. When the committee finally convened at 10:35 a.m., a motion was immediately made to consider the bill and to dispose of it and all amendments thereto by 11:20 a.m. After brief and restricted debate the motion was voted up and there then remained approximately 30 minutes for the offering of amendments and for what should have been a full and complete discussion of a measure that in its 5 titles and 78 pages changes the salary rates for almost 2 million Federal employees. In ordering the bill reported, it took a rollcall vote, which prevailed by only a one-vote margin, to adopt an amendment giving those opposed to the bill sufficient time to express their views to the House in this minority report.

### *Legislation too important for no hearings*

Not a single witness was heard by the committee either in support of or in opposition to H.R. 11049. The last public hearing at which any person testified before the Post Office and Civil Service Committee on the subject of salary legislation was on October 15, 1963, over a half year ago. There have been many important changes, economically, politically, and otherwise, in this country since the members of the committee last seriously considered pay legislation. There has been a change in the national administration, a general

Federal tax reduction in the amount of \$11½ billion, a new budget has been submitted to the Congress for operating the Government in a new fiscal year, and general pay raises for almost all Federal employees automatically took effect January 1 of this year. These and many other changed and changing conditions should have been fully explored in public hearings to assess their impact upon the pending legislation and, conversely, the impact of the legislation on a nation deeply in debt and confronted with another huge, inflation-breeding deficit on June 30, 1964, the end of this fiscal year.

*Many questions unanswered*

The House has been denied the answers to many questions which logically should be raised in connection with legislation of this magnitude. For example, we do not know what the full effect has been of the pay raise that went into effect for most Federal employees in January. Has it materially helped the Government in recruiting and retaining personnel? What impact has the tax cut had on the economy? Can we now afford any increased governmental expenditures, let alone the luxury of new pay increases? Are the new salary increases too high or too low, or are they even necessary? How will we know whether the actual salary rates proposed in this bill are those which the administration would recommend be enacted?

*What does the administration really want?*

Admittedly, the administration has endorsed H.R. 11049; however, the administration has also endorsed six other salary bills pending before the committee, all of them different bills and all of them calling for varying rates and coverage. The previous administration recommended H.R. 7552, the original proposal, which limited salary increases only to the four major statutory salary systems. Later, it endorsed H.R. 8716 which retained the identical salary increases for the rank-and-file employees but which added a salary increase to \$35,000 for Members of Congress, \$40,000 for Cabinet officers, and \$50,000 for Justices of the Supreme Court. Later, the administration endorsed H.R. 8986, the bill rejected by the House, which distorted the salary schedules for the rank-and-file employees by providing for higher increases at the lower levels and lower increases at the middle and upper levels, and which then scaled down the increases for Members of Congress to \$32,500, Cabinet officers to \$35,000, and Supreme Court Justices to \$45,000. After the defeat of H.R. 8986 on the House floor, a rash of new salary bills was quickly introduced and the present administration then quickly endorsed the provisions of H.R. 10444. This bill is substantially similar to the defeated measure except that it eliminated all reference to salary increases to Members of Congress. Shortly thereafter, the administration eagerly endorsed H.R. 10700 which brought Members back in under coverage but at a scaled-down rate to \$30,000, and with Cabinet officers at a reduced \$32,500, and Justices of the Supreme Court at a similarly reduced rate of \$42,500. Now the administration has marched up the hill again and endorsed the reported bill, H.R. 11049. While it is substantially the same as H.R. 10700 as far as rates are concerned, it is a different bill with differing provisions.



*No official request on executive pay ever submitted*

It is significant to point out here that the Congress has never received an official request from the administration recommending the enactment of specific salary rates for officials in the executive departments. The Senate committee report accompanying the so-called Federal Salary Reform Act of 1962 clearly requested such a recommendation from the administration. On page 10 of Senate Report 2120 (87th Cong.) the committee—

urges the President to recommend for consideration at the next session of Congress appropriate increases in Federal executive salaries at all levels. Such a recommendation should include salaries for all ranks up through the level of heads of executive departments. In addition it should include proposals for a rational relationship between executive salaries under the Executive Pay Act and those under other Federal schedules.

No such proposals have ever been submitted to the Congress. Yet, the House Post Office and Civil Service Committee is eager and willing to take the initiative and propose higher salary rates for Federal executives, and the administration is quick and equally eager to endorse any proposal the committee comes up with as long as it calls for increases in salaries.

The very least that the Post Office and Civil Service Committee should have done with the pending legislation was to have scheduled one hearing at which the responsible representatives of the administration would have testified and been available for questioning and a full discussion as to its exact position, if it has any, on the matter of increased salaries.

**H.R. 11049 VIOLATES THE "RESTRAINT AND RESPONSIBILITY" CALLED FOR BY THE PRESIDENT**

In a recent address before members of the U.S. Chamber of Commerce the President pledged the business community that he would exercise "restraint and responsibility" in the operations of the Government, and he urged that they conduct themselves similarly in their decisions affecting the Nation's economy so that prices and wage levels would remain stable. By no manner of reasoning can the enactment of legislation that adds over a half billion dollars annually to total Government payroll costs be considered an exercise in "restraint or responsibility."

As indicated earlier, this bill was approved by the Post Office and Civil Service Committee only 4 months after an appreciable automatic pay increase became effective for most of the Federal employees covered by the bill. This pay raise ranged from 2 percent at the lower levels to 8 percent at the higher levels for rank-and-file Federal employees and in itself added an additional \$380 million annually to the cost of our Government. In October 1962, most of the Federal employees covered in H.R. 11049 had received another sizable pay increase at a cost of \$670 million annually.

*Three pay raises in 19 months*

Thus, it is now proposed within 5 months of one pay raise to grant another pay raise that will cost an additional \$534 million annually.

Within a 19-month period it is therefore proposed to grant Federal employees three salary increases with a total price tag that adds over \$1½ billion annually to the payroll costs of our Government—an increase of almost 11 percent in Federal payroll costs in the 19-month period. Can this be considered “restraint”? In the conduct of public affairs is this “responsible” management?

It is difficult to imagine a course of action that could be considered more reckless or irresponsible. It is not only a callous disregard for the taxpayers of this Nation, but it is an irresponsible assault upon an economy that is already in a fearfully dangerous condition. It is an insult to the intelligence of the leaders of the business community who would have conduct of this kind represented to them as “restraint and responsibility” in governmental operations.

#### *Congress must assume leadership*

If a brake is to be applied to mounting Government costs, it is now apparent that the leadership for exercising restraint and responsibility will have to be assumed by the Congress. The Congress must reject the concept of precipitous and unwarranted pay increases as a real exercise of restraint and responsibility. Despite rosy bulletins and pronouncements that would have us think that all is right with the Nation's economy, there are many important authorities paying close attention to economic factors who are fearful of the future and who believe that the finances of the Federal Government today are in one of the most dangerous positions they have been in during any peacetime year in our history.

#### *Runaway inflation feared*

Unsound fiscal policies are building up pressures that can have serious and devastating effects on the future value of the dollar. During a period when national income is growing, corporate profits are declining. Wage costs have gone up from 65 percent of national income in 1947 to an estimated 71.1 percent in 1964. If Government wage rates are permitted to rise again, some as high as 33½ percent, through enactment of H.R. 11049, certainly any restraint is removed on the private economy and another round of general wage increases can be anticipated, further reducing net earnings.

The President claims to be alarmed over this possibility since he has asked union leaders to “hold the line” on wage demands. But how can anyone seriously expect the unions to refrain from doing what the Government, by example, actually invites them to do?

Government revenues have been reduced by a \$11.5 billion tax cut; the Federal deficit will be approximately \$10 billion in the present fiscal year, and the projected deficit for the 1965 fiscal year is a politically contrived low estimate of \$5 billion. The national debt, now at \$310 billion—the largest in the Nation's history—is expected to go to \$317 billion by June 30, 1965.

With the Government continuing to borrow more and more money each year, with the administration apparently not concerned about reducing the debt, the climate is ripe for further weakening of the dollar's purchasing power and a vicious inflationary cycle.

We cannot afford the luxury of this bill at this time. The spectacle of a Member of Congress voting to reduce Government income by \$11.5 billion and then voting himself and all other Federal employees



a sizable pay increase, which has to be paid for from borrowed money, makes a mockery of any decent standard of fiscal morality.

### IS THE NEW BILL AN IMPROVEMENT OVER THE DEFEATED BILL?

Assuming we could afford the luxury of this legislation at this time, and assuming that our economy could withstand the devastating impact of a general upward spiraling of wage and salary rates, the new bill, H.R. 11049, is no improvement over the defeated bill, H.R. 8986. True, a few "sweeteners" have been added in a desperate attempt to win support, but the basic ingredients are the same and the overall concoction is just as distasteful as before.

The coverage and general provisions of H.R. 11049 are not markedly different from the earlier bill. In fact, for 99 percent of the almost 2 million employees covered by the measure the salary rates are identical with those contained in the bill the House rejected. The significant "sweeteners," or so-called improvements, obviously designed to gain support for the measure, are (1) the slightly scaled-down salary increases from \$10,000 to \$7,500 for Members of Congress, Federal executives, and judges; (2) the deferred effective date of January 3, 1965, for Members' salary increases; and (3) the taking from the President of arbitrary discretion over the fixing of salaries for members of certain regulatory boards and commissions.

#### *Scaled-down rates*

While the proponents of this legislation can now point with pride to the fact that the proposed new salary increases for Members of Congress, Federal executives, and judges are not as high as originally proposed, the hard fact cannot be disputed that they are still proposing to raise these salaries by a healthy \$7,500 per year. Are the taxpayers now expected to feel better because Members of Congress are thinking in terms of raising their own salaries by 33½ percent instead of 44 percent? While this type of thinking is rather prevalent among Government spenders—ask for more than you know you can get, then settle for less—it is difficult to imagine any Member of Congress being applauded by his constituency because he is willing to accept a \$7,500 increase in salary instead of a \$10,000 increase.

The idea of being willing to settle for half or part of a loaf if you can't get the whole loaf certainly destroys any objective rationalizing as to exactly what a Member of Congress or a Federal executive or judge should actually be paid. If salary increases for Members of Congress and Federal executives and judges are to be voted in an amount in inverse proportion to the degree of critical comment, a proper and reasonable alinement of all Federal salary schedules will never be possible.

As indicated earlier, the Post Office and Civil Service Committee not only held no hearings on H.R. 11049, but it never held hearings on the specific subject of salary increases for Members of Congress. The evidence is simply not available to make the proper determination not only as to whether the salaries of Members of Congress should be raised but, more importantly, what rate is reasonable and proper and in line with any standards of a well-balanced salary system. The conclusion cannot be escaped that the \$7,500 figure was arrived at only on the basis of what the administration now feels the traffic will bear.



*Effective dates*

By endorsing a deferred effective date of next January 1965 for the proposed salary increases for Members of Congress, the administration is obviously attempting to arm each Member with arguments for his own defense—that he has voted not to increase his own salary but the salary of the Member who might be occupying the position in the next Congress, and that the salary increase has been voted at the insistence of the President. These tactics will evoke no favorable responses from the taxpayers either. If it is fiscally indefensible for a Member of Congress to vote himself a sizable salary increase effective immediately, at a time when his Nation is deeply in debt, it is just as fiscally indefensible for the raise to be deferred until the future when the fiscal prognosis is no more healthy. The question logically arises here that if the pay raise for Members of Congress is not scheduled to go into effect until next year, why the heavy pressure and unwarranted haste to pass it now? The more responsible course of action would be to wait until next year and, in the meantime, to assign the proper committee the task of ascertaining objectively all the facts and evidence needed to make a proper determination.

*Salaries of regulatory boards and commissions*

H.R. 11049 contains provisions which specifically fix the salary levels of members of certain regulatory boards and commissions. This is in direct contrast to the defeated bill, H.R. 8986, which gave the President permissive authority to raise or reduce these salaries at his discretion. The new provisions were added in an attempt to alleviate the massive criticism that had developed. The new provisions, while commendable, only go part way. Equally disturbing are the provisions of H.R. 11049, continued unchanged from H.R. 8986, that represent a complete abdication of congressional authority for fixing salary rates for hundreds of other top governmental executives.

The new bill still contains the old provisions of H.R. 8986 under subsections 303 (d), (e), (f), and (g) which delegate to the President authority to assign annual salary rates of \$26,000, \$27,000, and \$28,000 to any or all "officers and positions" in Government "which he deems appropriate." Approximately 300 Federal executive positions are involved in these salary levels. The new provisions fixing the salary rates for regulatory board and commission members will actually fix the salary rates for about 66 positions, still leaving 233 executive positions whose salary rates are at the mercy of Presidential discretion.

No President should have almost unlimited authority to raise or lower the salaries of top executives at any time without explaining his motives. This callous effort by the administration to have such power delegated to the President continues to violate every reasonable principle relating to salary fixing based upon duties, responsibilities, and internal alinement. The actual fixing of salary rates in the new bill for members of regulatory boards and commissions, even though helpful, does not make the remaining provisions any more acceptable. This may very well be described as the "Presidential punishment or reward section."

## UNJUSTIFIED INCLUSION OF DISTRICT OF COLUMBIA JUDGES AND OFFICIALS

Another extremely objectionable provision of H.R. 11049 is one that was not contained in H.R. 8986. It is almost identical to an amendment offered on the House floor to H.R. 8986 which was summarily rejected on a division vote. It is the inclusion of appreciable salary increases for the judges and certain other officials in the District of Columbia. These provisions are contained in section 306(j). The officials covered, their present rates of pay, and the new rates proposed in H.R. 11049 are as follows:

| District of Columbia officials                           | Present rate    | Proposed in H.R. 11049 |
|----------------------------------------------------------|-----------------|------------------------|
| Commissioners (President, \$500 more).....               | \$19,000        | \$26,500               |
| Court of appeals (chief judge, \$500 more).....          | 18,500          | 25,500                 |
| Court of general sessions (chief judge, \$500 more)..... | 17,500          | 24,500                 |
| Tax Court.....                                           | 17,500          | 24,500                 |
| Superintendent of Schools.....                           | 19,000          | 26,000                 |
| Deputy Superintendent of Schools.....                    | 16,500          | 22,000                 |
| Police and Fire Chiefs.....                              | \$17,000-19,000 | \$21,000-23,500        |

These salary increases are in themselves an unconscionable raid on the Federal Treasury. They are exorbitant, unjustified, and they are just as unacceptable now as they were when they were rejected on a separate vote on the House floor when the attempt was made to include them in the earlier bill.

### *District of Columbia officials now above "comparability"*

Since "comparability" is the highly touted reason behind the whole package of pay raises contained in H.R. 11049, a comparison is certainly in order between these proposed new salary rates for District of Columbia judges and officials and the rates now being paid for similar positions in our States and largest cities.

The existing salary rate of \$18,500 for the judges of the District of Columbia Court of Appeals is now higher than the salaries paid in 19 of our States to judges in the highest courts of those States. If a new salary rate of \$25,500 is established for these judges, they will be the seventh highest paid judges in all the 50 States.

The judges of the District of Columbia court of general sessions, at their present salaries of \$17,500, now earn more money than the judges in comparable general trial courts in 25 of our States. If their salaries are increased to \$24,500, they will be receiving more money than comparable judges in 44 of our States.

The District of Columbia Commissioners, if they are paid the \$26,500 new salaries proposed in H.R. 11049, will receive more compensation than the mayors in 16 out of the 21 largest cities in the United States—only 4 cities will be paying their mayors higher salaries—New York, Chicago, Philadelphia, and San Francisco.

The District of Columbia police chief, who can now earn a salary of up to \$19,000, is the eighth highest paid police chief in all cities in the United States of over 500,000 population. If his salary is raised to a maximum of \$23,500, only the police chiefs in Chicago, New York, and Los Angeles will be paid more.



The District of Columbia fire chief fares even better. His present maximum salary of \$19,000 makes him the sixth highest paid fire chief in all cities over 500,000 population. If his salary is permitted to go to a maximum of \$23,500, as provided in H.R. 11049, he will be the third highest paid fire chief in the United States, outranked only by the fire chiefs in Chicago and Los Angeles.

There is absolutely no justification for the payment of these proposed exorbitant salaries. Certainly, they fail even the loosest possible test of "comparability." It must also be emphasized that these inequitably high rates are proposed to be paid, not from local tax revenues as they are in our States and cities, but from the largess of Federal deficit financing. Most State and city governments are constitutionally restricted from deficit financing or they are strictly limited in their borrowing authorities. Hence, most of them tend to be reasonable and prudent in the expenditures of public funds. It certainly puts most State and city governments in extremely unfair positions to make the vast resources of the Federal Treasury available to pay unreasonably high salaries to local officials in the District of Columbia. These pay raises are especially unacceptable, and in the interest of prudence, "comparability," and commonsense they must be rejected.

It is repeated and reemphasized here that not a single word of testimony was heard by the Post Office and Civil Service Committee, the committee responsible for H.R. 11049, in justification of the salary increases proposed therein for District of Columbia officials.

#### A WORD ABOUT "COMPARABILITY"

The last two pay raises for Federal employees, October 1962, and the most recent one, January 1, 1964, were promoted on the basis that the salaries paid to employees of the Federal Government should be "comparable" to those paid to employees in private industry. These last two pay raises were never fully considered in the House, but were sent to the House by the Senate in a conference report tied onto a bill the House had earlier passed raising postage rates. With this tenuous background we are now told that the Congress has adopted the principle of "comparability" and that this new package of pay raises, H.R. 11049, is only an implementation of that policy.

An examination of this whole theory of "comparability," and the actual experience with it to date, reveals that while the motives may be honorable, the objectives are far from being attained. The theory calls for Federal salaries to match a national average of private industry salaries for comparable levels of responsibility, skill, and performance. However, the national average is more times than not a mythical figure and, actually, in cities, towns, and villages throughout the Nation, Federal statutory salaries in many occupational levels are generally higher than local prevailing salaries.

Under the four major statutory salary systems, which include the vast majority of the Federal work force, salaries are set on a rigid scale that is exactly the same throughout the country. In contrast, the pay rates for the trades and crafts employees working for the Government, who are paid under the so-called wage board system, are fixed in accordance with local prevailing wages and thus, some comparability is achieved.



*Examples show disparity exists*

Recently, some examples of the disparity that exists throughout the country between the wages paid to employees covered by the wage board system, which are adjusted to local prevailing rates, and the statutory salary system, which are rigidly geared to a mythical national average, were presented to the Post Office and Civil Service Committee in connection with other legislation.

In comparing the pay of a journeyman electrician working for the Army or the Air Force, who is paid under the wage board system, and a typist hired directly upon graduation from high school under the Classification Act at a GS-2 rating, the following is shown:

In Washington, D.C., the typist's pay is about 60 percent of the electrician's. (The actual rates are: Electrician, \$6,011, and typist GS-2, \$3,620.)

In Anniston, Ala., the typist's pay is about 69 percent of the electrician's. (The actual rates are: Electrician, \$5,283, and typist GS-2, \$3,620.)

In Detroit the typist's pay is about 53 percent of the electrician's. The actual rates are: Electrician, \$6,802, and typist GS-2, \$3,620.)

In San Juan, P.R., a typist's pay, even without the cost-of-living allowance to which she is entitled by reason of her employment in Puerto Rico, is about 104 percent of the electrician's. (The actual rates are: Electrician, \$3,474, and typist GS-2, \$3,620.)

These examples are helpful in understanding that since the typist's salary is rigidly fixed on the basis of the so-called national average, comparability with her counterpart in private industry naturally depends upon where she is employed. By all standards of "comparability", for instance, she is overpaid in Puerto Rico and probably on a level of comparability in New York or Philadelphia.

*Postal clerks not "comparable" nationwide*

Using still another example, the salary paid under the postal field service schedule to post office clerks is the same in every section of the United States. They are supposedly comparable to a Mr. Average Postal Clerk. But where does this Mr. Average Postal Clerk work? In Alabama? In Puerto Rico? In Chicago? In New York? The postal clerk serving in Puerto Rico has one of the best jobs on the island. If he were working in a job of comparable duties in private industry, he would have to take an approximate 40-percent cut in salary. Similarly, a postal clerk serving in a small rural office in Alabama has one of the better paying jobs in the community. In New York City the average postal clerk, according to testimony given to the Post Office and Civil Service Committee, cannot even maintain a decent standard of living unless he has a second job or there is another wage earner in the family.

Nationwide today the average salaries paid to clerks and stenographers in the lower grades of the Classification Act are now above so-called comparability with similar jobs in private industry. Complaints are continually being voiced by attorneys throughout the country, by insurance companies, and other large hirers of clerks and stenographers that they are simply unable to compete with the salary schedules offered by the Federal Government for these positions, not

to mention the added inducements of a liberal retirement program and generous life and health insurance benefits.

Even from a cursory examination of this so-called principle of comparability, it is evident that it is not the cure-all for all Federal salary ailments. The entire subject must be carefully reexamined and the House of Representatives should have an opportunity to adequately discharge its responsibilities in this important area.

#### RECOMMENDATION

The economic health of our Nation urgently requires a massive dose of "restraint and responsibility." The House of Representatives can help fill this prescription by rejecting H.R. 11049 just as it did the earlier bill, H.R. 8986. The very least the House should do is recommit the measure to the Post Office and Civil Service Committee for hearings and the full discussion and consideration so essential to resolving the number of vital questions that have been raised, and remain unanswered, by legislation of this magnitude.

KATHARINE ST. GEORGE.

H. R. GROSS.

AUGUST E. JOHANSEN.

EDWARD J. DERWINSKI.



Union Calendar No. 581

88TH CONGRESS  
2D SESSION

# H. R. 11049

[Report No. 1388]

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## IN THE HOUSE OF REPRESENTATIVES

APRIL 28, 1964

Mr. MORRISON introduced the following bill; which was referred to the Committee on Post Office and Civil Service

MAY 11, 1964

Committed to the Committee of the Whole House on the State of the Union and ordered to be printed

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## A BILL

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

1      *Be it enacted by the Senate and House of Representa-*  
2      *tives of the United States of America in Congress assembled,*  
3      That this Act may be cited as the "Government Employees  
4      Salary Reform Act of 1964".

5      TITLE I—FEDERAL EMPLOYEES SALARY

6                                      SYSTEMS

7                                      SHORT TITLE

8      SEC. 101. This title may be cited as the "Federal Em-  
9      ployees Salary Act of 1964".



1 CLASSIFICATION ACT EMPLOYEES

2 SEC. 102. (a) Section 603 (b) of the Classification Act  
3 of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113 (b) ), is  
4 amended to read as follows:

5 “(b) The compensation schedule for the General  
6 Schedule shall be as follows:

| "Grade     | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1-----  | \$3,385                    | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2-----  | 3,680                      | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3-----  | 4,005                      | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4-----  | 4,480                      | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5-----  | 5,000                      | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6-----  | 5,505                      | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7-----  | 6,050                      | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8-----  | 6,630                      | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9-----  | 7,210                      | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10----- | 7,840                      | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11----- | 8,550                      | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12----- | 10,200                     | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13----- | 12,075                     | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14----- | 14,170                     | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15----- | 16,460                     | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16----- | 18,935                     | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17----- | 21,445                     | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18----- | 24,500                     | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

7 (b) Except as provided in subsection (d) of section  
8 504 of the Federal Salary Reform Act of 1962, the rates of  
9 basic compensation of officers and employees to whom the  
10 compensation schedule set forth in subsection (a) of this  
11 section applies shall be initially adjusted as of the effective  
12 date of this section, as follows:

13 (1) If the officer or employee is receiving basic  
14 compensation immediately prior to the effective date of  
15 this section at one of the rates of a grade in the General  
16 Schedule of the Classification Act of 1949, as amended,  
17 he shall receive a rate of basic compensation at the cor-  
18 responding rate in effect on and after such date.

1           (2) If the officer or employee is receiving basic  
2 compensation immediately prior to the effective date of  
3 this section at a rate between two rates of a grade in the  
4 General Schedule of the Classification Act of 1949, as  
5 amended, he shall receive a rate of basic compensation  
6 at the higher of the two corresponding rates in effect on  
7 and after such date.

8           (3) If the officer or employee is receiving basic  
9 compensation immediately prior to the effective date of  
10 this section at a rate in excess of the maximum rate for  
11 his grade, he shall receive (A) the maximum rate for  
12 his grade in the new schedule, or (B) his existing rate  
13 of basic compensation if such existing rate is higher.

14           (4) If the officer or employee, immediately prior  
15 to the effective date of this section, is receiving, pur-  
16 suant to paragraph (4) of section 2 (b) of the Federal  
17 Employees Salary Increase Act of 1955, an existing  
18 aggregate rate of compensation determined under sec-  
19 tion 208 (b) of the Act of September 1, 1954 (68 Stat.  
20 1111; Public Law 763, Eighty-third Congress), plus  
21 the amount of the increase provided by section 2 of the  
22 Federal Employees Salary Increase Act of 1955, by sec-  
23 tion 2 of the Federal Employees Salary Increase Act of  
24 1958, by section 112 of the Federal Employees Salary  
25 Increase Act of 1960, and by section 602 of the Federal

1       Salary Reform Act of 1962, he shall receive an aggre-  
2       gate rate of compensation equal to the sum of (A) his  
3       existing aggregate rate of compensation determined un-  
4       der such section 208 (b) of the Act of September 1,  
5       1954, (B) the amount of the increase provided by sec-  
6       tion 2 of the Federal Employees Salary Increase Act of  
7       1955, (C) the amount of the increase provided by sec-  
8       tion 2 of the Federal Employees Salary Increase Act of  
9       1958, (D) the amount of the increase provided by sec-  
10      tion 112 of the Federal Employees Salary Increase Act  
11      of 1960, (E) the amount of the increases in schedule I  
12      and schedule II provided by section 602 of the Federal  
13      Salary Reform Act of 1962, and (F) the amount of the  
14      increase made by this section in the maximum rate of  
15      his grade, until (i) he leaves his position, or (ii) he is  
16      entitled to receive aggregate compensation at a higher  
17      rate by reason of the operation of this Act or any other  
18      provision of law; but, when such position becomes  
19      vacant, the aggregate rate of compensation of any sub-  
20      sequent appointee thereto shall be fixed in accordance  
21      with applicable provisions of law. Subject to clauses  
22      (i) and (ii) of the immediately preceding sentence of  
23      this paragraph, the amount of the increase provided by  
24      this section shall be held and considered for the purpose  
25      of section 208 (b) of such Act of September 1, 1954,



1 to constitute a part of the existing rate of compensation  
2 of such employee.

3 (5) If the officer or employee is in a position in  
4 grade 16 or 17 of the General Schedule of the Classifi-  
5 cation Act of 1949, as amended, to which he was  
6 promoted on or after the first day of his first pay period  
7 beginning on or after January 1, 1964, and if he holds  
8 such position, or another position in the same grade,  
9 on the effective date of this section, his rate of basic  
10 compensation shall be adjusted, as of such effective date,  
11 to that rate of basic compensation to which he would  
12 have been entitled if the compensation schedule in sub-  
13 section (a) of this section had been in effect on the  
14 date of his promotion.

15 SEC. 103. (a) Section 801 of the Classification Act of  
16 1949 (5 U.S.C. 1131), relating to new appointments, is  
17 amended to read as follows:

18 "SEC. 801. All new appointments shall be made at the  
19 minimum rate of the appropriate grade, except that in ac-  
20 cordance with regulations prescribed by the Commission  
21 which provide for such considerations as the candidate's  
22 existing salary, unusually high or unique qualifications, or a  
23 special need of the Government for his services, the head of  
24 any department may appoint individuals to positions in  
25 grade 13 and above of the General Schedule at such rate or

1 rates above the minimum rate of the appropriate grade as the  
2 Commission may authorize for this purpose.”.

3 (b) Section 1105 of the Classification Act of 1949, as  
4 amended (5 U.S.C. 1071, note and 1082, note), is amended  
5 to read as follows:

6 “SEC. 1105. The provisions of section 507, title VII,  
7 and title VIII of this Act shall not apply to professional engi-  
8 neering positions primarily concerned with research and  
9 development and professional positions in the physical and  
10 natural sciences and medicine placed in grades 16, 17, and  
11 18 of the General Schedule in accordance with subsection  
12 (b) or subsection (j) of section 505 of this Act. The  
13 President or an agency or agencies that he designates shall  
14 issue regulations governing the rate of basic compensation  
15 within the grade to be received by any officer or employee  
16 occupying, appointed to, or promoted to, such a position,  
17 and, in the case of reduction in grade, may issue regulations  
18 governing retention of the rate to which the officer or em-  
19 ployee was entitled immediately before reduction.”

20 (c) Section 505 (b) of the Classification Act of 1949,  
21 as amended (5 U.S.C. 1105 (b) ), relating to the limitation  
22 on numbers of positions in grades 16, 17, and 18 of the Gen-  
23 eral Schedule of such Act, is amended by striking out “which  
24 may be placed in such grades” and by inserting in lieu  
25 thereof “, examiner positions under section 11 of the Admin-

1    istrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010), and  
2    positions placed under this Act pursuant to section 309 of  
3    the Federal Executive Salary Act of 1964, which may be  
4    placed in such grades”.

5        (d) Section 604 (d) (3) of the Federal Employees  
6    Pay Act of 1945, as amended (5 U.S.C. 944 (c) (3) ), is  
7    amended to read as follows:

8            “(3) In the computation of rates, all remaining  
9    fractions of a cent shall be eliminated.”

10                    **POSTAL FIELD SERVICE EMPLOYEES**

11        SEC. 104. Section 1 of title 39, United States Code, is  
12    amended by striking out the period at the end of such section  
13    and inserting in lieu thereof a semicolon and the following:

14        “‘revenue unit’ means that amount of revenue of a  
15    post office from mail and special service transactions which  
16    is equal to the average sum of postal rates and fees received  
17    by the Department during the fiscal year for 1,000 pieces of  
18    originating mail and special service transactions determined  
19    in accordance with section 2331 of this title.”.

20        SEC. 105. Section 702 of title 39, United States Code,  
21    is amended to read as follows:

22        **“§ 702. Classes of post offices**

23        “(a) Effective at the beginning of each fiscal year the  
24    Postmaster General shall divide post offices into four classes  
25    on the basis of the revenue units of each office for the second



1 preceding fiscal year. He shall place in the first class those  
2 post offices having 950 or more revenue units. He shall place  
3 in the second class those post offices having 190 or more  
4 revenue units, but less than 950 revenue units. He shall  
5 place in the third class those post offices having 36 or more  
6 revenue units, but less than 190 revenue units. He shall  
7 place in the fourth class those post offices having less than 36  
8 revenue units.

9 “(b) The Postmaster General shall exclude from the  
10 revenue credited to a post office for the purposes of this sec-  
11 tion money received at that office for—

12 “(1) setting meters for patrons beyond the area  
13 served by the office unless authorized by the Depart-  
14 ment;

15 “(2) stamps, stamped envelopes, and postal cards  
16 sold in large or unusual quantities to be used in mailing  
17 matter at other offices; and

18 “(3) stamps, stamped envelopes, and postal cards  
19 sold for mailing matter diverted from other offices and  
20 mailing of matter so diverted without stamps affixed.

21 “(c) Whenever unusual conditions prevail at a post  
22 office of the fourth class, the Postmaster General may ad-  
23 vance such office to the appropriate class based on his  
24 estimate of the number of revenue units which the office will  
25 have during the succeeding twelve months. Any office so

1 advanced need not be relegated to a lower class before the  
2 end of the second fiscal year after the advancement. At that  
3 time, the office shall be assigned to the appropriate class in  
4 accordance with subsections (a) and (b) of this section.”.

5 SEC. 106. Section 704 of title 39, United States Code,  
6 is amended by deleting “of the first, second, or third class”  
7 appearing therein, and inserting in lieu thereof “(other than  
8 one for which the postmaster furnishes quarters, equipment,  
9 and fixtures on an allowance basis)”.

10 SEC. 107. Subsection (b) (1) of section 2102 of title  
11 39, United States Code, is amended to read as follows:

12 “(1) for post offices at which the postmaster does  
13 not furnish quarters on an allowance basis;”.

14 SEC. 108. (a) Section 3501 of title 39, United States  
15 Code, is amended by—

16 (1) deleting from the first sentence of subsection  
17 (a) the following: “standard positions of postmaster  
18 in a fourth class office and rural carrier” and inserting  
19 in lieu thereof “standard position of rural carrier”; and

20 (2) inserting a new subsection (c) following sub-  
21 section (b) as follows:

22 “(c) As of the effective date of this section, the  
23 Postmaster General shall determine and adjust the rank-  
24 ings of all positions for which the number of annual

1 revenue units of a post office or its class is a relevant factor  
2 of the ranking, using the revenue units of the fiscal year  
3 ending June 30, 1963, and the class of the office as of July  
4 1, 1964. Thereafter the Postmaster General shall determine  
5 and, effective at the beginning of the first pay period in each  
6 calendar year, shall adjust the rankings of all positions for  
7 which the number of annual revenue units of a post office or  
8 its class is a relevant factor of the ranking, using the revenue  
9 units of the preceding fiscal year and the class in which the  
10 office will be placed at the beginning of the next fiscal year.  
11 The Postmaster General also may adjust rankings of such  
12 positions at other times of the year based upon substantial  
13 changes in service conditions.”.

14 (b) Chapter 45 of title 39, United States Code, is  
15 amended as follows:

16 (1) In subsection (c) of section 3513—

17 (A) Change the catchline to read “**POST**  
18 **OFFICE CLERK. (KP-4)**”; and

19 (B) Add the following new sentence to the  
20 end of paragraph (1): “This office has less than  
21 190 revenue units annually.”.

22 (2) In subsection (e) of section 3516—

23 (A) Change the catchline to read “**POST-**  
24 **MASTER. (KP-18)**”;



1 (B) Delete "third class" in the first sentence  
2 of paragraph (1) ; and

3 (C) Delete "annual receipts of approximately  
4 \$1,700" in the second sentence of paragraph (1)  
5 and insert in lieu thereof "approximately 40 reve-  
6 nue units annually".

7 (3) In subsection (b) of section 3517—

8 (A) Change the catchline to read "POST-  
9 MASTER. (KP-20)";

10 (B) Delete "third class" in the first sentence of  
11 paragraph (1) ; and

12 (C) Delete "annual receipts of approximately  
13 \$4,700" in the second sentence of paragraph (1)  
14 and insert in lieu thereof "approximately 110 reve-  
15 nue units annually".

16 (4) In subsection (b) of section 3518—

17 (A) Change the catchline to read "POSTMAS-  
18 TER. (KP-22)";

19 (B) Delete "third class" in the first sentence  
20 of paragraph (1) ; and

21 (C) Delete "annual receipts of approximately  
22 \$6,000" in the second sentence of paragraph (1)  
23 and insert in lieu thereof "approximately 140  
24 revenue units annually".

1 (5) In subsection (b) of section 3519—

2 (A) Change the catchline to read “ASSISTANT  
3 POSTMASTER. (KP-24)” ; and

4 (B) Delete “annual receipts of approximately  
5 \$63,000” in the second sentence of paragraph (1)  
6 and insert in lieu thereof “approximately 1,490  
7 revenue units annually”.

8 (6) In subsection (c) of section 3519—

9 (A) Change the catchline to read “POSTMAS-  
10 TER. (KP-25)” ;

11 (B) Delete “second class” in the first sentence  
12 of paragraph (1) ; and

13 (C) Delete “annual receipts of approximately  
14 \$16,000” in the second sentence of paragraph (1)  
15 and insert in lieu thereof “approximately 380  
16 revenue units annually”.

17 (7) In subsection (b) of section 3520—

18 (A) Change the catchline to read “POSTMAS-  
19 TER. (KP-27)” ;

20 (B) Delete “first class” in the first sentence of  
21 paragraph (1) ; and

22 (C) Delete “annual receipts of approximately  
23 \$63,000” in the second sentence of paragraph (1)  
24 and insert in lieu thereof “approximately 1,490  
25 revenue units annually”.

1 (8) In subsection (b) of section 3521—

2 (A) Change the catchline to read “**POSTMAS-**  
3 **TER. (KP-29)**”;

4 (B) Delete “first class” appearing in the first  
5 sentence of paragraph (1) ; and

6 (C) Delete “annual receipts of \$129,000” in  
7 the second sentence of paragraph (1) and insert  
8 in lieu thereof “approximately 3,060 revenue units  
9 annually”.

10 (9) In subsection (b) of section 3522—

11 (A) Change the catchline to read “**POSTMAS-**  
12 **TER. (KP-31)**”;

13 (B) Delete “first class” in the first sentence of  
14 paragraph (1) ; and

15 (C) Delete “annual receipts of \$314,000” in  
16 the second sentence of paragraph (1) and insert in  
17 lieu thereof “approximately 7,450 revenue units  
18 annually”.

19 (10) In subsection (b) of section 3523—

20 (A) Change the catchline to read “**POSTMAS-**  
21 **TER. (KP-33)**”;

22 (B) Delete “first class” appearing in the first  
23 sentence of paragraph (1) ; and

24 (C) Delete the second sentence of paragraph  
25 (1) and insert in lieu thereof: “This office has ap-



1           proximately 110 employees, approximately 14,350  
2           revenue units annually, 13 government-owned  
3           vehicle units, one classified station and 42 carrier  
4           routes within its jurisdiction.”.

5           (11) In subsection (b) of section 3524—

6                 (A) Change the catchline to read “ASSISTANT  
7           POSTMASTER. (KP-35)” ; and

8                 (B) Delete “annual receipts of \$2,700,000”  
9           in the second sentence of paragraph (1) and insert  
10          in lieu thereof “approximately 64,000 revenue units  
11          annually”.

12          (12) In subsection (c) of section 3524—

13                 (A) Change the catchline to read “POSTMAS-  
14          TER. (KP-36)” ;

15                 (B) Delete “first class” in the first sentence  
16          of paragraph (1) ; and

17                 (C) Delete “annual receipts of \$1,000,000” in  
18          the second sentence of paragraph (1) and insert in  
19          lieu thereof “approximately 23,700 revenue units  
20          annually”.

21          (13) In subsection (a) of section 3525—

22                 (A) Change the catchline to read “ASSISTANT  
23          POSTMASTER. (KP-37)” ; and

24                 (B) Delete “annual receipts of \$8,460,000”  
25          in the second sentence of paragraph (1) and insert

1 in lieu thereof "approximately 200,000 revenue  
2 units annually".

3 (14) In subsection (b) of section 3525—

4 (A) Change the catchline to read "POSTMAS-  
5 TER. (KP-38)";

6 (B) Delete "first class" in the first sentence  
7 of paragraph (1) ; and

8 (C) Delete "annual receipts of \$2,700,000" in  
9 the second sentence of paragraph (1) and insert in  
10 lieu thereof "approximately 64,000 revenue units  
11 annually".

12 (15) In subsection (a) of section 3526—

13 (A) Change the catchline to read "ASSISTANT  
14 POSTMASTER. (KP-39)"; and

15 (B) Delete "annual receipts of \$16,900,000"  
16 in the second sentence of paragraph (1) and insert  
17 in lieu thereof "approximately 400,000 revenue  
18 units annually".

19 (16) In subsection (b) of section 3526—

20 (A) Change the catchline to read "POSTMAS-  
21 TER. (KP-40)";

22 (B) Delete "first class" in the first sentence of  
23 paragraph (1) ; and

24 (C) Delete "annual receipts of \$4,470,000" in  
25 the second sentence of paragraph (1) and insert in

1        lieu thereof “approximately 106,000 revenue units  
2        annually”.

3        (17) In subsection (b) of section 3527—

4            (A) Change the catchline to read “**ASSISTANT**  
5        **POSTMASTER. (KP-42)**”; and

6            (B) Delete “annual receipts of \$48,000,000”  
7        in the second sentence of paragraph (1) and insert  
8        in lieu thereof “approximately 1,000,000 revenue  
9        units annually”.

10        (18) In subsection (c) of section 3527—

11            (A) Change the catchline to read “**POST-**  
12        **MASTER. (KP-43)**”;

13            (B) Delete “first class” in the first sentence of  
14        paragraph (1) ; and

15            (C) Delete “annual receipts of \$8,460,000” in  
16        the second sentence of paragraph (1) and insert in  
17        lieu thereof “approximately 200,000 revenue units  
18        annually”.

19        (19) In subsection (b) of section 3528—

20            (A) Change the catchline to read “**ASSISTANT**  
21        **POSTMASTER. (KP-45)**”; and

22            (B) Delete “annual receipts of \$140,000,000”  
23        in the second sentence of paragraph (1) and insert  
24        in lieu thereof “approximately 2,500,000 revenue  
25        units annually”.



1 (20) In subsection (c) of section 3528—

2 (A) Change the catchline to read “POST-  
3 MASTER. (KP-46)”;

4 (B) Delete “first class” in the first sentence of  
5 paragraph (1); and

6 (C) Delete “annual receipts of \$16,900,000”  
7 in the second sentence of paragraph (1) and insert  
8 in lieu thereof “approximately 400,000 revenue  
9 units annually”.

10 (21) In section 3529—

11 (A) Change the catchline immediately pre-  
12 ceding paragraph (1) to read “POSTMASTER.  
13 (KP-47)”;

14 (B) Delete “first class” in the first sentence  
15 of paragraph (1); and

16 (C) Delete “annual receipts of \$48,000,000”  
17 in the second sentence of paragraph (1) and insert  
18 in lieu thereof “approximately 1,000,000 revenue  
19 units annually”.

20 (22) In section 3530—

21 (A) Change the catchline immediately pre-  
22 ceding paragraph (1) to read “POSTMASTER.  
23 (KP-48)”;



1        SEC. 110. Section 3543 (a) of title 39, United States  
 2 Code, is amended to read as follows—

3        “(a) There is established a basic compensation schedule  
 4 which shall be known as the Rural Carrier Schedule and for  
 5 which the symbol shall be ‘RCS’.

6                                “RURAL CARRIER SCHEDULE

|                                                                       | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                       | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                   |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25”.    |

7        SEC. 111. (a) Section 3544 of title 39, United States  
 8 Code, is amended to read as follows:

9        “§ 3544. Compensation of Postmasters at Fourth-Class  
 10                                Offices

11        “(a) The Postmaster General shall rank the position  
 12 of postmaster of fourth-class offices in level 5 of the Postal  
 13 Field Service Schedule and shall establish the annual rate  
 14 of basic compensation for each such position in the pro-  
 15 portion of the annual rate of basic compensation for positions  
 16 in PFS-5 which he determines, in consideration of the postal  
 17 needs of the patrons of the office, that the postmaster’s hours



1 of service bear to full-time service. Determinations made  
2 by the Postmaster General under this subsection shall be  
3 final and conclusive until changed by him.

4 “(b) Persons who perform the duties of postmaster  
5 at a post office of the fourth class where there is a vacancy  
6 or during the absence of the postmaster on sick or annual  
7 leave or leave without pay shall be compensated at the  
8 rate of basic compensation for PFS level 5, step 1, deter-  
9 mined in accordance with subsection (a) of this section.

10 “(c) At seasonal post offices of the fourth class, the  
11 Postmaster General may authorize the payment of basic  
12 salary prorated over the pay periods the office is open for  
13 business during the fiscal year.

14 “(d) When required by the Postmaster General a post-  
15 master at a fourth-class office shall, and any other postmaster  
16 in PFS level 5 when permitted by the Postmaster General  
17 may, furnish quarters, fixtures, and equipment for an office  
18 on an allowance basis. The allowance for this purpose shall  
19 be an amount equal to 15 per centum of the basic compen-  
20 sation for the postmaster at the office computed on the basis  
21 of the first step of PFS level 5.”.

22 (b) In the operation of the amendment made by sub-  
23 section (a) of this section, the following provisions shall  
24 govern:

25 (1) Each postmaster at a fourth-class office on the

1 effective date of this section shall be assigned, as of such  
2 date—

3 (A) to that numerical step of level 5 of the Postal  
4 Field Service Schedule (PFS-5) which corresponds  
5 to the numerical step of the Fourth-Class Office Sched-  
6 ule (FOS) receipts category which he occupied im-  
7 mediately prior to such assignment, or

8 (B) to the lowest step of level 5 of the Postal Field  
9 Service Schedule (PFS-5) which will provide him,  
10 for the number of hours of service determined under  
11 section 3544 of title 39, United States Code, compen-  
12 sation which is not less than the compensation to which  
13 he would otherwise be entitled, on the effective date of  
14 this section, under Fourth Class Schedule II (as if such  
15 schedule were in effect on such date),

16 whichever step provides the higher rate of compensation.

17 (2) If no step in level 5 of the Postal Field Service  
18 Schedule (PFS-5) will provide a postmaster, so assigned  
19 under paragraph (1) of this subsection, with compensation  
20 which is equal to or greater than the compensation which  
21 he would have received under Fourth Class Schedule II (as  
22 if such schedule were in effect on the effective date of this  
23 section), such postmaster shall receive compensation at a  
24 rate equal to the applicable rate fixed under Fourth Class  
25 Schedule II (as if such schedule were in effect on the effec-

1 tive date of this section) and the provisions of section 3544  
2 of title 39, United States Code (as such provisions existed  
3 immediately prior to the effective date of this section). Sub-  
4 ject to the provisions of section 3560 of title 39, United  
5 States Code, the compensation of a postmaster paid in  
6 accordance with the immediately preceding sentence shall  
7 be adjusted in accordance with changes in the gross postal  
8 receipts of his post office as though this Act had not been  
9 enacted. The compensation of a postmaster paid in accord-  
10 ance with any of the foregoing provisions of this paragraph  
11 shall continue in effect until such postmaster is entitled to  
12 receive compensation at a higher rate by reason of the  
13 operation of this Act or any other provision of law.

14 (3) If changes in the gross postal receipts category or  
15 changes in salary step otherwise would occur on the effective  
16 date of this section (without regard to the enactment of this  
17 section), such changes shall be held and considered to have  
18 occurred prior to assignment under paragraph (1) of this  
19 subsection.

20 (c) The table of contents of chapter 45 of title 39,  
21 United States Code, is amended by deleting:

“3544. Fourth Class Office Schedule.”;

22 and inserting in lieu thereof

“3544. Compensation of Postmasters at Fourth-Class Offices.”.



1        SEC. 112. (a) Subsection (a) of section 6007 of title  
2    39, United States Code, is amended to read as follows:

3        “(a) The Postmaster General shall pay to persons,  
4    other than special delivery messengers at post offices of the  
5    first class, for making delivery of special delivery mail such  
6    fees as may be established by him not in excess of the special  
7    delivery fee.”.

8        (b) Section 2009 of title 39, United States Code, is  
9    amended by deleting “at any price less than eight cents per  
10   piece” and inserting in lieu thereof “at any price less than  
11   the fees established pursuant to section 6007 (a) of this  
12   title.”.

13       SEC. 113. Section 3560 of title 39, United States Code,  
14   is amended—

15            (1) by deleting from subsection (a) “(3) gross  
16   receipts category, with respect to the Fourth-Class Office  
17   Schedule” and inserting in lieu thereof “(3) minimum  
18   hours of service with respect to postmasters in fourth-  
19   class post offices”; and

20            (2) by deleting from subsection (f) “(1) reduc-  
21   tions in class or gross receipts category of any post  
22   office, or” and inserting in lieu thereof “(1) reduc-  
23   tions in class, revenue units of any post office, or the

1 minimum hours of service for a fourth-class post office,  
2 or”.

3 SEC. 114. Section 3552 of title 39, United States Code,  
4 is amended by adding the following new subsection at the end  
5 thereof:

6 “(d) Notwithstanding the provisions of subsections (a),  
7 (b), and (c) of this section, the Postmaster General is au-  
8 thorized to advance any employee in PFS level 9 or below  
9 who—

10 “(1) was promoted to a higher level between July  
11 9, 1960, and October 13, 1962; and

12 “(2) is senior with respect to total postal service to  
13 an employee in his own post office promoted to the same  
14 position since October 13, 1962, and is at a step in the  
15 level below the step of the junior employee.

16 Any increase under the provisions of this subsection shall not  
17 constitute an equivalent increase and credit earned prior to  
18 adjustment under this subsection for advancement to the next  
19 step shall be retained.”

20 SEC. 115. (a) Section 711 of title 39, United States  
21 Code, is repealed.

22 (b) The table of contents of chapter 7 of title 39, United  
23 States Code, is amended by deleting

“711. Method of determining gross receipts.”.

24 SEC. 116. (a) The basic compensation of each employee  
25 subject to the Postal Field Service Schedule or the Rural

1 Carrier Schedule immediately prior to the effective date of  
2 this section shall be determined as follows:

3 (1) Each employee shall be assigned to the same  
4 numerical step for his position which he had attained  
5 immediately prior to such effective date. If changes  
6 in levels or steps would otherwise occur on such effec-  
7 tive date without regard to enactment of this Act, such  
8 changes shall be deemed to have occurred prior to  
9 conversion.

10 (2) If the existing basic compensation is greater  
11 than the rate to which the employee is converted under  
12 paragraph (1) of this section, the employee shall be  
13 placed in the lowest step which exceeds his basic com-  
14 pensation. If the existing basic compensation exceeds  
15 the maximum step of his position, his existing basic  
16 compensation shall be established as his basic compen-  
17 sation.

18 (b) Section 3541 (f) of title 39, United States Code,  
19 relating to computation of rates, is amended to read as  
20 follows:

21 “(f) In the computation of rates, all remaining fractions  
22 of a cent shall be eliminated.”.



1 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND  
2 SURGERY OF THE VETERANS' ADMINISTRATION

3 SEC. 117. (a) Section 4103 of title 38, United States  
4 Code, relating to the appointment and annual salaries of cer-  
5 tain staff positions in the Department of Medicine and Sur-  
6 gery of the Veterans' Administration, is amended to read as  
7 follows:

8 **“§ 4103. Office of the Chief Medical Director**

9 “(a) The Office of the Chief Medical Director shall  
10 consist of the following—

11 “(1) The Chief Medical Director, who shall  
12 be the Chief of the Department of Medicine and  
13 Surgery and shall be directly responsible to the  
14 Administrator for the operations of the Department.  
15 He shall be a qualified doctor of medicine, appointed  
16 by the Administrator.

17 “(2) The Deputy Chief Medical Director, who  
18 shall be the principal assistant of the Chief Medical  
19 Director. He shall be a qualified doctor of medicine,  
20 appointed by the Administrator.

21 “(3) Not to exceed five Assistant Chief Medical  
22 Directors, who shall be appointed by the Administrator  
23 upon the recommendation of the Chief Medical Director.  
24 One Assistant Chief Medical Director shall be a qualified  
25 doctor of dental surgery or dental medicine who shall

1 be directly responsible to the Chief Medical Director for  
2 the operation of the Dental Service.

3 “(4) Such Medical Directors as may be appointed  
4 by the Administrator, upon the recommendation of the  
5 Chief Medical Director, to suit the needs of the Depart-  
6 ment. A Medical Director shall be either a qualified  
7 doctor of medicine or a qualified doctor of dental surgery  
8 or dental medicine.

9 “(5) A Director of Nursing Service, who shall be  
10 a qualified registered nurse, appointed by the Adminis-  
11 trator, and who shall be responsible to the Chief Medi-  
12 cal Director for the operation of the Nursing Service.

13 “(6) A Chief Pharmacist and a Chief Dietitian,  
14 appointed by the Administrator.

15 “(7) Such other personnel and employees as may  
16 be authorized by this chapter.

17 “(b) Except as provided in subsection (c), any ap-  
18 pointment under this section shall be for a period of four  
19 years, with reappointment permissible for successive like  
20 periods, except that persons so appointed or reappointed shall  
21 be subject to removal by the Administrator for cause.

22 “(c) The Administrator may designate a member of the  
23 Chaplain Service of the Veterans' Administration as Direc-  
24 tor, Chaplain Service, for a period of two years, subject to  
25 removal by the Administrator for cause. Redesignation

1 under this subsection may be made for successive like  
2 periods. An individual designated as Director, Chaplain  
3 Service, shall at the end of his period of service as Director  
4 revert to the position, grade, and status which he held im-  
5 mediately prior to being designated Director, Chaplain  
6 Service, and all service as Director, Chaplain Service, shall  
7 be creditable as service in the former position.”.

8 (b) The table of contents of chapter 73 of title 38,  
9 United States Code, is amended by striking out  
“4103. Appointments and compensation.”

10 and inserting in lieu thereof:

“4103. Office of the Chief Medical Director.”.

11 (c) Section 2 of the Act of July 31, 1894, as amended  
12 (5 U.S.C. 62), shall not apply to any individual appointed,  
13 before January 1, 1964, as Chief Medical Director under  
14 section 4103 of title 38, United States Code; but section  
15 212 of the Act of June 30, 1932, as amended (5 U.S.C.  
16 59a), shall apply, in accordance with its terms, to any such  
17 individual.

18 SEC. 118. Section 4107 of title 38, United States Code,  
19 relating to grades and pay scales for certain positions within  
20 the Department of Medicine and Surgery of the Veterans’  
21 Administration, is amended to read as follows:

22 **“§ 4107. Grades and pay scales**

23 “(a) The per annum full-pay scale or ranges for posi-  
24 tions provided in section 4103 of this title, other than Chief



1 Medical Director and Deputy Chief Medical Director, shall  
2 be as follows:

3 "SECTION 4103 SCHEDULE

4 "Assistant Chief Medical Director, \$24,500.

5 "Medical Director, \$21,445 minimum to \$24,445 maxi-  
6 mum.

7 "Director of Nursing Service, \$16,460 minimum to  
8 \$21,590 maximum.

9 "Director, Chaplain Service, \$16,460 minimum to  
10 \$21,590 maximum.

11 "Chief Pharmacist, \$16,460 minimum to \$21,590 maxi-  
12 mum.

13 "Chief Dietitian, \$16,460 minimum to \$21,590 maxi-  
14 mum.

15 "(b) (1) The grades and per annum full-pay ranges for  
16 positions provided in paragraph (1) of section 4104 of this  
17 title shall be as follows:

18 "PHYSICIAN AND DENTIST SCHEDULE

19 "Director grade, \$18,935 minimum to \$24,175 maxi-  
20 mum.

21 "Executive grade, \$17,655 minimum to \$23,190 maxi-  
22 mum.

23 "Chief grade, \$16,460 minimum to \$21,590 maximum.

24 "Senior grade, \$14,170 minimum to \$18,580 maximum.

25 "Intermediate grade, \$12,075 minimum to \$15,855  
26 maximum.

1       “Full grade, \$10,200 minimum to \$13,395 maximum.

2       “Associate grade, \$8,550 minimum to \$11,205 maxi-  
3       mum.

4                               “NURSE SCHEDULE

5       “Assistant Director grade, \$14,170 minimum to \$18,580  
6       maximum.

7       “Chief grade, \$12,075 minimum to \$15,855 maximum.

8       “Senior grade, \$10,200 minimum to \$13,395 maximum.

9       “Intermediate grade, \$8,550 minimum to \$11,205  
10       maximum.

11       “Full grade, \$7,210 minimum to \$9,415 maximum.

12       “Associate grade, \$6,315 minimum to \$8,205 maximum.

13       “Junior grade, \$5,505 minimum to \$7,170 maximum.

14       “(2) No person may hold the director grade unless  
15       he is serving as a director of a hospital, domiciliary, center,  
16       or outpatient clinic (independent). No person may hold  
17       the executive grade unless he holds the position of chief  
18       of staff at a hospital, center, or outpatient clinic (independ-  
19       ent), or the position of clinic director at an outpatient  
20       clinic, or comparable position.”.

21                               FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND

22                                               EMPLOYEES

23       SEC. 119. Section 412 of the Foreign Service Act of  
24       1946, as amended (22 U.S.C. 867), is amended to read as  
25       follows:

1 "FOREIGN SERVICE OFFICERS

2 "SEC. 412. There shall be 10 classes of Foreign Service  
3 officers, including the classes of career ambassador and of  
4 career minister. The per annum salary of a career ambas-  
5 sador shall be at the rate provided by law for level IV of  
6 the Federal Executive Salary Schedule. The per annum  
7 salary of a career minister shall be at the rate provided by  
8 law for level V of such schedule. The per annum salaries  
9 of Foreign Service officers within each of the other classes  
10 shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7.....  | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250".  |

11 SEC. 120. Subsection (a) of section 415 of such Act  
12 (22 U.S.C. 870 (a) ) is amended to read as follows:

13 "(a) There shall be ten classes of Foreign Service staff  
14 officers and employees, referred to hereafter as staff officers  
15 and employees. The per annum salaries of such staff officers  
16 and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5.....  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6.....  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830".  |

17 SEC. 121. Foreign Service officers, Reserve officers, and  
18 Foreign Service staff officers and employees who are en-



1 titled to receive basic compensation immediately prior to the  
2 effective date of this section at one of the rates provided by  
3 section 412 or 415 of the Foreign Service Act of 1946, shall  
4 receive basic compensation, on and after such effective date,  
5 at the rate of their class determined to be appropriate by  
6 the Secretary of State.

7       **AGRICULTURAL STABILIZATION AND CONSERVATION**

8               **COUNTY COMMITTEE EMPLOYEES**

9       **SEC. 122.** The rates of compensation of persons em-  
10 ployed by the county committees established pursuant to sec-  
11 tion 8 (b) of the Soil Conservation and Domestic Allotment  
12 Act (16 U.S.C. 590h (b) ) shall be increased by amounts  
13 equal, as nearly as may be practicable, to the increases pro-  
14 vided by section 102 of this Act for corresponding rates of  
15 compensation in the appropriate schedule or scale of pay.

16               **MISCELLANEOUS PROVISIONS**

17       **SEC. 123.** Section 504 of the Federal Salary Reform Act  
18 of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by  
19 adding at the end thereof the following new subsection:

20       “(d) The rate of basic compensation, established under  
21 this section, and received by any officer or employee im-  
22 mediately prior to the effective date of a statutory increase in  
23 the compensation schedules of the salary systems specified  
24 in subsection (a) shall be initially adjusted on the effective  
25 date of such new compensation schedules in accordance with

1 conversion rules and regulations prescribed by the President  
2 or by such agency or agencies as he may designate.”

3                                   ABSORPTION OF COSTS

4       SEC. 124. (a) The cost of not less than 10 per centum  
5 of the aggregate amount of the increases in compensation  
6 provided by this title for the fiscal year 1965 shall be  
7 absorbed by the departments, agencies, establishments, and  
8 corporations in the executive branch; and no amount beyond  
9 the additional sum for such compensation increases pro-  
10 posed in the budget for the fiscal year 1965 is authorized  
11 to be appropriated by any provision of this Act. The total  
12 amount of such absorption shall be allocated by the Bureau  
13 of the Budget among such departments, agencies, establish-  
14 ments, and corporations in such manner and to such extent  
15 as the Director of the Bureau of the Budget deems appro-  
16 priate in the light of their essential functions.

17       (b) Pursuant to the objective of this section, heads of  
18 the executive branch activities concerned are directed to  
19 review with meticulous care each vacancy resulting from  
20 voluntary resignation, retirement, or death and to determine  
21 whether the duties of the position can be reassigned to other  
22 employees or whether the position can be abolished without  
23 seriously affecting the execution of essential functions.

24       (c) Nothing contained in subsection (a) of this section

1 shall be held or considered to require (1) the separation  
2 from the service of any individual by reduction in force or  
3 other personnel action or (2) the placing of any individual  
4 in a leave-without-pay status.

5 TITLE II—FEDERAL LEGISLATIVE SALARIES

6 SEC. 201. This title may be cited as the “Federal Legis-  
7 lative Salary Act of 1964”.

8 SEC. 202. (a) Each officer or employee in or under the  
9 legislative branch of the Government whose rate of com-  
10 pensation is increased by section 5 of the Federal Employees  
11 Pay Act of 1946 shall be paid additional compensation in  
12 an amount equal to the greater of the following amounts, as  
13 applicable:

14 (1) an amount equal to  $3\frac{1}{2}$  per centum of his gross  
15 rate of compensation (basic compensation plus addi-  
16 tional compensation authorized by law) in effect im-  
17 mediately prior to the effective date of this section plus  
18 1 per centum of such gross rate for each whole multiple,  
19 or part of a multiple, of \$500 basic compensation; or

20 (2) an amount equal to 5 per centum of such gross  
21 rate.

22 (b) The total annual compensation in effect immediately  
23 prior to the effective date of this section of each officer or em-  
24 ployee of the House of Representatives, whose compensation  
25 is disbursed by the Clerk of the House of Representatives and



1 is not increased by reason of any other provision of this title,  
2 shall be increased by an amount which is equal to the amount  
3 of the increase provided by subsection (a) of this section in  
4 that gross rate which is nearest in amount to the total an-  
5 nual compensation of such officer or employee.

6 (c) Each of the limitations on gross rate per thousand  
7 and gross rate per hour per person provided by applicable  
8 law on the effective date of this section with respect to the  
9 folding of speeches and pamphlets for the House of Repre-  
10 sentatives shall be increased by 7 per centum. The amount  
11 of each increase under this subsection shall be computed to  
12 the nearest cent, counting one-half cent and over as a whole  
13 cent.

14 (d) The additional compensation provided by this sec-  
15 tion shall be considered a part of basic compensation for the  
16 purposes of the Civil Service Retirement Act (5 U.S.C.  
17 2251 and the following).

18 (e) Section 202 (e) of the Legislative Reorganization  
19 Act of 1946, as amended (2 U.S.C. 72a (e) ), is amended—

20 (1) by striking out "\$8,880" where it first appears  
21 in such subsection and inserting in lieu thereof "the  
22 highest amount which, together with additional com-  
23 pensation authorized by law, will not exceed the maxi-  
24 mum rate authorized by the Classification Act of 1949,  
25 as amended,"; and

1           (2) by striking out “\$8,880” at the second place  
2       where it appears in such subsection and inserting in lieu  
3       thereof “the highest amount which, together with addi-  
4       tional compensation authorized by law, will not exceed  
5       the maximum rate authorized by the Classification Act  
6       of 1949, as amended”.

7       (f) (1) This subsection is enacted as an exercise of the  
8       rule making power of the House of Representatives with full  
9       recognition of the constitutional right of the House of Repre-  
10      sentatives to change the rule amended by this subsection at  
11      any time, in the same manner, and to the same extent as in  
12      the case of any other rule of the House of Representatives.

13       (2) Clause 28 (c) of Rule XI of the Rules of the  
14      House of Representatives is amended—

15           (A) by striking out “\$8,880” where it first appears  
16       in such clause and inserting in lieu thereof “the highest  
17       amount which, together with additional compensation  
18       authorized by law, will not exceed the maximum rate  
19       authorized by the Classification Act of 1949, as  
20       amended,”; and

21           (B) by striking out “\$8,880” at the second place  
22       where it appears in such clause and inserting in lieu  
23       thereof “the highest amount which, together with ad-  
24       ditional compensation authorized by law, will not exceed

1 the maximum rate authorized by the Classification Act  
2 of 1949, as amended”.

3 SEC. 203. (a) The compensation of the Comptroller  
4 General of the United States shall be at the rate of \$30,000  
5 per annum.

6 (b) The compensation of the Assistant Comptroller  
7 General of the United States shall be at the rate of \$29,000  
8 per annum.

9 (c) The compensation of the General Counsel of the  
10 United States General Accounting Office, the Librarian of  
11 Congress, the Public Printer, and the Architect of the Capi-  
12 tol shall be at the rate of \$28,000 per annum.

13 (d) The compensation of the Deputy Librarian of Con-  
14 gress, the Deputy Public Printer, and the Assistant Architect  
15 of the Capitol shall be at the rate of \$27,000 per annum.

16 (e) The compensation of the Second Assistant Archi-  
17 tect of the Capitol shall be at the rate of \$26,000 per annum.

18 (f) The compensation of the Chaplain of the House of  
19 Representatives shall be at the rate of \$12,500 per annum.

20 SEC. 204. Section 601 (a) of the Legislative Reorgani-  
21 zation Act of 1946, as amended (2 U.S.C. 31), is amended  
22 to read as follows:

23 “(a) The compensation of Senators, Representatives in  
24 Congress, and the Resident Commissioner from Puerto Rico



1 shall be at the rate of \$30,000 per annum each; and the  
2 compensation of the Speaker of the House of Representa-  
3 tives shall be at the rate of \$43,000 per annum.”

4 SEC. 205. No officer or employee subject to section 202  
5 (a) or 202 (b) of this title shall receive, by reason of any  
6 provision of this title, an increase in gross rate of compensa-  
7 tion (basic compensation plus additional compensation au-  
8 thorized by law), or in total annual compensation, which is  
9 in excess of the amount of the increase in basic compensation  
10 provided by the amendment made by section 102 (a) of  
11 title I of this Act for positions in grade 18 of the General  
12 Schedule of the Classification Act of 1949, as amended.

13 TITLE III—FEDERAL EXECUTIVE SALARIES

14 SEC. 301. This title may be cited as the “Federal Execu-  
15 tive Salary Act of 1964”.

16 SEC. 302. There is hereby established for offices and  
17 positions to which section 303 of this title applies a basic  
18 compensation schedule, to be known as the “Federal Execu-  
19 tive Salary Schedule”, which shall be divided into six salary  
20 levels.

21 SEC. 303. (a) Level I of the Federal Executive Salary  
22 Schedule shall apply to the following offices and positions,  
23 for which the annual rate of basic compensation shall be  
24 \$32,500:

25 (1) Secretary of State.

(2) Secretary of the Treasury.

(3) Secretary of Defense.

(4) Attorney General.

(5) Postmaster General.

(6) Secretary of the Interior.

(7) Secretary of Agriculture.

(8) Secretary of Commerce.

(9) Secretary of Labor.

(10) Secretary of Health, Education, and Welfare.

(b) Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000:

(1) Deputy Secretary of Defense.

(2) Under Secretary of State.

(3) Administrator, Agency for International Development.

(4) Administrator of the National Aeronautics and Space Administration.

(5) Administrator of Veterans' Affairs.

(6) Administrator of the Housing and Home Finance Agency.

(7) Chairman, Atomic Energy Commission.

(8) Chairman, Council of Economic Advisers.

(9) Chairman, Board of Governors of the Federal Reserve System.

1           (10) Director of the Bureau of the Budget.

2           (11) Director of the Office of Science and Tech-  
3 nology.

4           (12) Director of the United States Arms Control  
5 and Disarmament Agency.

6           (13) Director of the United States Information  
7 Agency.

8           (14) Director of the Federal Bureau of Investiga-  
9 tion, Department of Justice, so long as the position is  
10 held by the present incumbent.

11           (15) Director of Central Intelligence.

12           (c) Level III of the Federal Executive Salary Sched-  
13 ule shall apply to the following offices and positions, for  
14 which the annual rate of basic compensation shall be  
15 \$29,000:

16           (1) Deputy Attorney General.

17           (2) Deputy Postmaster General.

18           (3) Under Secretary of Agriculture.

19           (4) Under Secretary of Commerce.

20           (5) Under Secretary of Commerce for Transpor-  
21 tation.

22           (6) Under Secretary of Health, Education, and  
23 Welfare.

24           (7) Under Secretary of the Interior.

25           (8) Under Secretary of Labor.



1           (9) Under Secretary of State for Political Affairs  
2 or Under Secretary of State for Economic Affairs.

3           (10) Under Secretary of the Treasury.

4           (11) Under Secretary of the Treasury for Mone-  
5 tary Affairs.

6           (12) Secretary of the Air Force.

7           (13) Secretary of the Army.

8           (14) Secretary of the Navy.

9           (15) Administrator of the Federal Aviation  
10 Agency.

11          (16) Administrator of General Services.

12          (17) Administrator of the Small Business Admin-  
13 istration.

14          (18) Deputy Administrator of Veterans' Affairs.

15          (19) Deputy Administrator, Agency for Interna-  
16 tional Development.

17          (20) Chairman of the National Mediation Board.

18          (21) Chairman, Civil Aeronautics Board.

19          (22) Chairman of the United States Civil Service  
20 Commission.

21          (23) Chairman of the Railroad Retirement Board.

22          (24) Chairman, Federal Communications Commis-  
23 sion.

1           (25) Chairman, Board of Directors, Federal De-  
2       posit Insurance Corporation.

3           (26) Chairman of the Federal Home Loan Bank  
4       Board.

5           (27) Chairman of the Federal Maritime Commis-  
6       sion.

7           (28) Chairman, Federal Power Commission.

8           (29) Chairman, Federal Trade Commission.

9           (30) Chairman, Interstate Commerce Commission.

10          (31) Chairman, National Labor Relations Board.

11          (32) Chairman, Securities and Exchange Commis-  
12       sion.

13          (33) Chairman, Board of Directors of the Ten-  
14       nessee Valley Authority.

15          (34) Comptroller of the Currency.

16          (35) Commissioner of Internal Revenue.

17          (36) Director of Defense Research and Engi-  
18       neering, Department of Defense.

19          (37) Deputy Administrator of the National Aero-  
20       nautics and Space Administration.

21          (38) Deputy Director of the Bureau of the Budget.

22          (39) Deputy Director of Central Intelligence.

23          (40) Director of the Office of Emergency Plan-  
24       ning.

25          (41) Director of the Peace Corps.

1           (42) Chief Medical Director in the Department of  
2       Medicine and Surgery of the Veterans' Administration.

3           (43) Associate Director of the Federal Bureau of  
4       Investigation, Department of Justice, so long as the  
5       position is held by the present incumbent.

6           (44) Members, Atomic Energy Commission.

7           (45) Members, Board of Governors of the Federal  
8       Reserve System.

9           (46) Members, Council of Economic Advisers.

10          (47) Director of National Science Foundation.

11          (48) Deputy Administrator of the Housing and  
12       Home Finance Agency.

13          (49) President, Export-Import Bank of Wash-  
14       ington.

15       (d) The President is authorized from time to time to  
16       place offices and positions in levels IV, V, and VI of the  
17       Federal Executive Salary Schedule in accordance with sub-  
18       sections (e), (f), and (g) of this section. Each such  
19       action shall be published in the Federal Register, except when  
20       it is determined by the President that such publication would  
21       be contrary to the interest of national security.

22       (e) Offices and positions which the President is author-  
23       ized to place in level IV include assistant secretaries of execu-  
24       tive and military departments, general counsels of executive  
25       departments, members of regulatory boards and commissions,



1 deputy heads of large agencies, heads of certain agencies and  
2 bureaus, and such other offices and positions the duties and re-  
3 sponsibilities of which he deems appropriate for this level.  
4 The annual rate of basic compensation of such offices and  
5 positions shall be \$28,000.

6 (f) Offices and positions which the President is author-  
7 ized to place in level V include heads of principal services  
8 and such other offices and positions the duties and respon-  
9 sibilities of which he deems appropriate for this level. The  
10 annual rate of basic compensation of such offices and posi-  
11 tions shall be \$27,000.

12 (g) Offices and positions which the President is author-  
13 ized to place in level VI include heads and board members  
14 of smaller agencies, deputy heads of other agencies, and such  
15 other offices and positions the duties and responsibilities of  
16 which he deems appropriate for this level. The annual rate  
17 of basic compensation for such offices and positions shall be  
18 \$26,000.

19 (h) Notwithstanding any other provision of law, the  
20 members (other than the Chairman or President, as ap-  
21 plicable, or the Comptroller of the Currency in his capacity  
22 as a member of the Board of Directors of the Federal Deposit  
23 Insurance Corporation) of each of the boards and commis-  
24 sions, the Chairman or President of which is placed in level  
25 III of the Federal Executive Salary Schedule by subsection

1 (c) of this section, shall be placed in level IV of such  
2 schedule.

3 SEC. 304. (a) Section 104 of title 3, United States  
4 Code (relating to the compensation of the Vice President),  
5 is amended by striking out "\$35,000" and inserting in lieu  
6 thereof "\$43,000".

7 (b) Section 105 of title 3, United States Code, is  
8 amended to read as follows:

9 **"§ 105. Compensation of secretaries and executive, adminis-**  
10 **trative, and staff assistants to President**

11 "The President is authorized to fix the compensation of  
12 the six administrative assistants authorized to be appointed  
13 under section 106 of this title, of the Executive Secretary of  
14 the National Security Council, and of eight other secretaries  
15 or other immediate staff assistants in the White House Office  
16 at rates of compensation not to exceed that of level II of the  
17 Federal Executive Salary Schedule."

18 **CONFORMING CHANGES IN EXISTING LAW**

19 SEC. 305. The following provisions of law are hereby  
20 repealed:

21 (1) The Federal Executive Pay Act of 1956, as  
22 amended (5 U.S.C. 2201-2209), establishing rates of basic  
23 compensation for heads of executive departments and other  
24 Federal officials.

25 (2) Section 3012 (h) of title 10, United States Code,

1 providing compensation of \$22,000 a year for the Secretary  
2 of the Army.

3 (3) Section 3013 (b) of title 10, United States Code,  
4 fixing the annual salaries of the Under Secretary and each  
5 Assistant Secretary of the Army at \$20,000 a year.

6 (4) Section 5031 (d) of title 10, United States Code,  
7 providing compensation of \$22,000 a year for the Secretary  
8 of the Navy.

9 (5) Section 5033 (c) of title 10, United States Code,  
10 providing the annual salary of \$20,000 a year for the  
11 Under Secretary of the Navy.

12 (6) Section 304 of Public Law 87-651, approved Sep-  
13 tember 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note),  
14 providing compensation of \$20,000 a year for Assistant  
15 Secretaries of the Navy.

16 (7) Section 8012 (g) of title 10, United States Code,  
17 providing compensation of \$22,000 a year for the Secretary  
18 of the Air Force.

19 (8) Section 8013 (b) of title 10, United States Code,  
20 fixing the annual salaries of the Under Secretary and each  
21 Assistant Secretary of the Air Force at \$20,000 a year.

22 (9) Section 137 (c) of title 10, United States Code,  
23 fixing the compensation of the General Counsel of the  
24 Department of Defense at the rate prescribed by law for  
25 assistant secretaries of executive departments.



1       (10) (A) The last sentence of section 22 a. of the  
2 Atomic Energy Act of 1954, as amended (68 Stat. 924;  
3 71 Stat. 612; 42 U.S.C. 2032 (a) ), relating to the annual  
4 salaries of the Chairman and members of such Commission,  
5 which reads: "Each member, except the Chairman, shall  
6 receive compensation at the rate of \$22,000 per annum;  
7 and the member designated as Chairman shall receive  
8 compensation at the rate of \$22,500 per annum."

9       (B) That part of the first sentence of section 27 a. of  
10 the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C.  
11 2037 (a) ), relating to the salary of the Chairman of the  
12 Military Liaison Committee which reads: ", and who shall  
13 receive compensation at the rate prescribed for an Assistant  
14 Secretary of Defense".

15       (11) That part of Reorganization Plan Numbered 1  
16 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C.  
17 133z-15, note) —

18       (A) In section 2 (b) , relating to the annual salary  
19 of the Director of the Office of Emergency Planning,  
20 which reads: "and shall receive compensation at the  
21 rate now or hereafter prescribed by law for the heads  
22 of executive departments";

23       (B) In section 2 (c) , relating to the annual salary  
24 of the Deputy Director of such Office, which reads:  
25 "shall receive compensation at the rate now or here-

1 after prescribed by law for the under secretaries referred  
2 to in section 104 of the Federal Executive Pay Act of  
3 1956 (5 U.S.C. 2203),"; and

4 (C) In section 2 (d) relating to the annual salaries  
5 of three Assistant Directors of such Office, which reads:  
6 "shall receive compensation at the rate now or hereafter  
7 prescribed by law for assistant secretaries of executive  
8 departments,".

9 (12) (A) That part of the second sentence of section  
10 202 (a) of the National Aeronautics and Space Act of 1958  
11 (72 Stat. 429; 42 U.S.C. 2472 (a) ), relating to the annual  
12 salary of the Administrator of the National Aeronautics and  
13 Space Administration, which reads: ", and shall receive com-  
14 pensation at the rate of \$22,500 per annum".

15 (B) That part of the first sentence of section 202 (b)  
16 of such Act (72 Stat. 429; 42 U.S.C. 2472 (b) ), relating to  
17 the annual salary of the Deputy Administrator of such Ad-  
18 ministration, which reads: ", shall receive compensation at  
19 the rate of \$21,500 per annum,".

20 (13) (A) That part of section 201 (f) of the National  
21 Aeronautics and Space Act of 1958 (72 Stat. 428; 42  
22 U.S.C. 2471 (f) ), relating to the annual salary of a civilian  
23 executive secretary in the National Aeronautics and Space  
24 Council, which reads: "and shall receive compensation at  
25 the rate of \$20,000 a year".

1 (B) That part of section 204 of such Act (72 Stat.  
2 431, 432; 42 U.S.C. 2474 (a) (1), and (d) ), relating to  
3 the annual salary of the Chairman of the Civilian-Military  
4 Liaison Committee, as follows:

5 In subsection (a) (1), that part which reads: “,  
6 and shall receive compensation (in the manner provided  
7 in subsection (d) ) at the rate of \$20,000 per annum”.

8 In the second sentence of subsection (d), that part  
9 which reads: “fixed by subsection (a) (1)”.

10 (14) (A) That part of the second sentence of section  
11 2 (a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C.  
12 151b (a) ) as amended, relating to the rank and salary of  
13 the Counselor and of the Legal Adviser of the Department  
14 of State, which reads: “and shall receive the same salary as”.

15 (B) The last sentence of section 2 (a) of the Act of May  
16 26, 1949 (63 Stat. 111; 5 U.S.C. 151b (a) ) as amended,  
17 relating to the rate of basic compensation of the Deputy  
18 Under Secretaries of State, which reads: “Unless otherwise  
19 provided for by law, the rate of basic compensation of the  
20 Deputy Under Secretaries of State shall be the same as that  
21 of Assistant Secretaries of State.”.

22 (C) That part of the second sentence of section 2 (b)  
23 of the Act of May 26, 1949, as amended (73 Stat. 265;  
24 5 U.S.C. 151b (b) ), relating to the annual salary of the



1 Under Secretary of State for Political Affairs or for Eco-  
2 nomic Affairs, as designated by the President, which reads:  
3 “shall receive compensation at the rate of \$22,000 a year  
4 and”.

5 (15) The last sentence of section 210 (a) of title 38,  
6 United States Code, relating to the annual salary of the  
7 Administrator of Veterans' Affairs, Veterans' Administra-  
8 tion, which reads: “He shall receive a salary of \$21,000  
9 a year, payable monthly.”.

10 (16) (A) The last sentence of section 201 (a) (2) of  
11 the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C.  
12 1321 (a) (2) ), relating to the annual salaries of the Chair-  
13 man and members of the Civil Aeronautics Board, which  
14 reads: “Each member of the Board shall receive a salary at  
15 the rate of \$20,000 per annum, except that the member  
16 serving as Chairman shall receive a salary at the rate of  
17 \$20,500 per annum.”.

18 (B) That part of the second sentence of section 301 (a)  
19 of such Act (72 Stat. 744; 49 U.S.C. 1341 (a) ), relating  
20 to the annual salary of the Administrator of the Federal  
21 Aviation Agency, which reads: “, and who shall receive  
22 compensation at the rate of \$22,500 per annum”.

23 (C) That part of the second sentence of section 302 (a)  
24 of such Act (72 Stat. 744; 49 U.S.C. 1342 (a) ), relating  
25 to the annual salary of the Deputy Administrator of such

1 Agency, which reads: "shall receive compensation at the  
2 rate of \$20,500 per annum, and".

3 (17) (A) The last sentence of section 22 of the Arms  
4 Control and Disarmament Act (75 Stat. 632; 22 U.S.C.  
5 2562), relating to the annual salary of the Director of the  
6 United States Arms Control and Disarmament Agency,  
7 which reads: "He shall receive compensation at the rate  
8 of \$22,500 per annum."

9 (B) The second sentence of section 23 of such Act (75  
10 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of  
11 the Deputy Director of such Agency, which reads: "He  
12 shall receive compensation at the rate of \$21,500 per  
13 annum."

14 (C) The second sentence of section 24 of such Act  
15 (75 Stat. 632; 22 U.S.C. 2564), relating to the annual  
16 salaries of the four Assistant Directors of such Agency, which  
17 reads: "They shall receive compensation at the rate of  
18 \$20,000 per annum."

19 (18) Section 3 of the Act of March 2, 1955 (69 Stat.  
20 10; 5 U.S.C. 294, 293, 295a), relating to the annual sal-  
21 aries of certain officials of the Department of Justice, which  
22 reads:

23 "SEC. 3. (a) The compensation of the Deputy Attorney  
24 General shall be at the rate of \$21,000 per annum.

1       “(b) The compensation of the Solicitor General shall  
2 be at the rate of \$20,500 per annum.

3       “(c) The compensation of each Assistant Attorney Gen-  
4 eral, other than the Administrative Assistant Attorney Gen-  
5 eral, shall be at the rate of \$20,000 per annum.”.

6       (19) (A) The last sentence of section 102 (c) of Re-  
7 organization Plan Numbered 7 of 1961 (75 Stat. 840; 5  
8 U.S.C. 133z-15, note) , relating to the annual salaries of the  
9 Chairman and members of the Federal Maritime Commis-  
10 sion, which reads: “The Chairman of the Commission shall  
11 receive a salary at the rate of \$20,500 per annum, and each  
12 of the other Commissioners shall receive a salary at the rate  
13 of \$20,000 per annum.”.

14       (B) That part of section 201 of such reorganization  
15 plan (75 Stat. 842; 5 U.S.C. 133z-15, note) , relating to  
16 the annual salary of the Maritime Administrator in the  
17 Department of Commerce, which reads: “shall receive a  
18 salary at the rate of \$20,000 per annum,”.

19       (20) That part of the fourth sentence of section 4 (a) of  
20 the Securities Exchange Act of 1934, as amended (74 Stat.  
21 408 and 913; 15 U.S.C. 78d (a) ) , relating to the annual  
22 salaries of the Chairman and Commissioners of the Securi-  
23 ties and Exchange Commission, which reads: “shall receive  
24 a salary at the rate of \$20,000 a year, except that the Chair-  
25 man shall receive additional salary at the rate of \$500 a year  
26 and”.



1       (21) Section 8 of the Food Additives Amendment of  
2 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the an-  
3 nual salary of the Commissioner of Food and Drugs at  
4 \$20,000 per annum.

5       (22) That part of the first sentence of section 3 of the  
6 Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502),  
7 relating to the annual salary of the Area Redevelopment  
8 Administrator in the Department of Commerce, which  
9 reads: "who shall receive compensation at a rate equal to  
10 that received by Assistant Secretaries of Commerce".

11       (23) The last sentence of section 203 (b) (1) of the  
12 National Security Act of 1947 (72 Stat. 520; 5 U.S.C.  
13 171c (b) (1) ), relating to the annual salary of the Director  
14 of Defense Research and Engineering in the Department of  
15 Defense, which reads: "The compensation of the Director  
16 is that prescribed by law for the Secretaries of the military  
17 departments."

18       (24) In section 303 (a) of title 23, United States  
19 Code,

20       (A) That part of the second sentence, relating to  
21 the annual salary of the Federal Highway Administrator  
22 in the Department of Commerce, which reads: "shall  
23 receive basic compensation at the rate prescribed by law  
24 for Assistant Secretaries of executive departments and";  
25 and

26       (B) The last sentence, relating to the annual salary

1 of the Deputy Federal Highway Administrator in such  
2 department, which reads: "The Deputy Federal High-  
3 way Administrator shall receive basic compensation at  
4 a rate \$1,000 less than the rate provided for the Fed-  
5 eral Highway Administrator."

6 (25) The last proviso in the paragraph under the  
7 heading "IMMIGRATION AND NATURALIZATION SERVICE"  
8 and under the subheading "SALARIES AND EXPENSES" in the  
9 Department of Justice Appropriation Act, 1959 (72 Stat.  
10 251; 5 U.S.C. 2206, note), relating to the annual salary of  
11 the Commissioner of the Immigration and Naturalization  
12 Service, which reads: ": *Provided further*, That, hereafter,  
13 the compensation of the Commissioner of the Immigration  
14 and Naturalization Service shall be \$20,000 per annum".

15 (26) The second paragraph of section 3 of title 35,  
16 United States Code, relating to the annual salary of the  
17 Commissioner of Patents which reads: "The annual rate  
18 of compensation of the Commissioner shall be \$20,000."

19 (27) That part of section 4 (a) of the Peace Corps Act  
20 (75 Stat. 612; 22 U.S.C. 2503 (a) ), relating to the annual  
21 salaries of the Director and of the Deputy Director of the  
22 Peace Corps, which reads: ", whose compensation shall be  
23 fixed by the President at a rate not in excess of \$20,000  
24 per annum," and ", whose compensation shall be fixed by  
25 the President at a rate not in excess of \$19,500 per  
26 annum".

1       (28) (A) Section 308 of title 39, United States Code,  
2       fixing the annual rate of basic compensation of the position  
3       of Chief Postal Inspector in the Post Office Department at  
4       \$19,000.

5       (B) That part of the table of contents of chapter 3 of  
6       title 39, United States Code, which reads as follows:

“308. Chief Postal Inspector.”.

7       (29) That part of the first sentence of section 4 of the  
8       International Travel Act of 1961 (75 Stat. 130; 22 U.S.C.  
9       2124), relating to the annual salary of the Director of the  
10      United States Travel Service in the Department of Com-  
11      merce, which reads: “who shall be compensated at the rate  
12      of \$19,000 per annum,”.

13      (30) Section 14 (b) of the Federal Employees Health  
14      Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013 (b) ),  
15      which fixes the compensation of the Executive Director of  
16      the United States Civil Service Commission at \$19,000 per  
17      annum.

18      (31) That part of the first sentence of section 107 (c)  
19      of the Renegotiation Act of 1951, as amended (73 Stat.  
20      211; 50 U.S.C. App. 1217 (c) ), relating to the annual  
21      salary of the General Counsel of the Renegotiation Board,  
22      which reads: “, and shall receive compensation at the rate  
23      of \$19,000 per annum”.

24      (32) (A) That part of the third sentence in section  
25      201 (a) of the National Capital Transportation Act of 1960



1 (74 Stat. 538; 40 U.S.C. 661 (a) ), relating to the annual  
2 salary of the Administrator of the National Capital Transpor-  
3 tation Agency, which reads: “, and who shall receive com-  
4 pensation at a rate equal to the maximum rate for grade 18  
5 of the General Schedule of the Classification Act of 1949,  
6 as amended, plus \$500 per annum”.

7 (B) That part of the first sentence of section 201 (b)  
8 of such Act (74 Stat. 538; 40 U.S.C. 661 (b) ), relating to  
9 the annual salary of the Deputy Administrator of such  
10 Agency, which reads: “, and who shall receive compensa-  
11 tion at a rate equal to the maximum rate for grade 18 of the  
12 General Schedule of the Classification Act of 1949, as  
13 amended”.

14 (33) The last sentence of section 624 (d) (1) of the  
15 Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C.  
16 2384 (d) (1) ), as amended, fixing the compensation of cer-  
17 tain officials in the Department of State, which reads: “The  
18 Inspector General, Foreign Assistance, shall receive com-  
19 pensation at the rate of \$20,000 annually; the Deputy In-  
20 spector General, Foreign Assistance, shall receive compensa-  
21 tion at the rate of \$20,000 annually, and each Assistant  
22 Inspector General, Foreign Assistance, shall receive com-  
23 pensation at the rate of \$19,000 annually.”.

24 (34) That part of section 202 of the Act of July 1,  
25 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual

1 salary of the Administrative Assistant Secretary of Health,  
2 Education, and Welfare, which reads: “, and whose annual  
3 rate of basic compensation shall be \$19,000”.

4 (35) That part of the Public Works Appropriation Act,  
5 1963, under the heading “DEPARTMENT OF THE IN-  
6 TERIOR” and under the caption “BUREAU OF RECLAMA-  
7 TION” and the subheading “ADMINISTRATIVE PROVISIONS”  
8 (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual  
9 salary of the present incumbent of the position of Commis-  
10 sioner of the Bureau of Reclamation, which reads:

11 “After September 30, 1962, the position of Commis-  
12 sioner of Reclamation shall have the annual rate of compen-  
13 sation as provided for positions listed in section 2205 (a)  
14 of title 5, United States Code, so long as held by the present  
15 incumbent.”.

16 (36) That part of the Public Works Appropriation  
17 Act, 1962, under the heading “DEPARTMENT OF THE  
18 INTERIOR” and under the caption “BONNEVILLE POWER  
19 ADMINISTRATION” and the subheading “CONSTRUCTION”  
20 (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual  
21 salary of the present incumbent of the position of Adminis-  
22 trator, Bonneville Power Administration, which reads:

23 “After October 1, 1961, the position of Administrator,  
24 Bonneville Power Administration, shall have the same annual

1 rate of compensation as that provided for positions listed in  
2 section 2205 (b) of title 5, United States Code, so long as  
3 held by the present incumbent.”.

4 (37) Section 205 of the Public Works Appropriation  
5 Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note),  
6 as amended, relating to the salary of the present incumbent  
7 of the position of Administrator of the Southwestern Power  
8 Administration in the Department of the Interior, and to  
9 the salary of the Administrative Assistant Secretary of such  
10 Department, which reads:

11 “SEC. 205. After August 31, 1957, the salary of the  
12 Administrator of the Southwestern Power Administration  
13 shall be the same as the salary of the Administrator of the  
14 Bonneville Power Administration, so long as held by the  
15 present incumbent; and the salary of the Administrative As-  
16 sistant Secretary of the Department shall be the same as the  
17 Solicitor of the Department of the Interior.”.

18 (38) The proviso in the first paragraph under the head-  
19 ing “FEDERAL BUREAU OF INVESTIGATION” and under  
20 the subheading “SALARIES AND EXPENSES” in the Depart-  
21 ment of Justice Appropriation Act, 1964 (77 Stat. 782;  
22 Public Law 88-245), relating to the annual salary of the  
23 present incumbent of the position of Director of the Federal  
24 Bureau of Investigation, which reads: “: *Provided*, That the  
25 compensation of the Director of the Bureau shall be \$22,000



1 per annum so long as the position is held by the present in-  
2 cumbent” and provisions to the same effect contained in  
3 other appropriation Acts enacted prior to the effective date  
4 of this section relating to the annual salary of the present  
5 incumbent of the position of Director of the Federal Bureau  
6 of Investigation.

7 (39) That part of section 7801 (b) (2) of the Internal  
8 Revenue Code of 1954, as amended, relating to the annual  
9 salary of the Assistant General Counsel of the Treasury De-  
10 partment who shall be the Chief Counsel for the Internal  
11 Revenue Service, which reads: “and shall receive basic com-  
12 pensation at the annual rate of \$19,000”.

13 (40) (A) Sections 3018, 5014, and 8018 of title 10,  
14 United States Code, relating to the compensation of the  
15 general counsels of the military departments.

16 (B) The respective tables of contents of chapters 303,  
17 503, and 803 of title 10, United States Code, are amended  
18 by striking out

“3018. Compensation of General Counsel.”;

“5014. Compensation of General Counsel.”; and

“8018. Compensation of General Counsel.”.

19 (41) The proviso contained in the first sentence of sec-  
20 tion 5 (d) of the Farm Credit Act of 1953, as amended (75  
21 Stat. 793; 12 U.S.C. 636d (d) ), relating to the annual  
22 salaries for not more than three positions of deputy governor  
23 in the Farm Credit Administration, which reads: “: *Pro-*

1 *vided*, That the salary of not more than three positions of  
2 deputy governor each shall be fixed by the Board at a rate  
3 not exceeding the maximum scheduled rate of the General  
4 Schedule of the Classification Act of 1949, as amended”.

5 (42) (A) That part of section 2 (a) of Reorganization  
6 Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-  
7 15, note), relating to the compensation of the Director of the  
8 Office of Science and Technology, which reads: “and shall  
9 receive compensation at the rate of \$22,500 per annum”.

10 (B) That part of section 2 (b) of such reorganization  
11 plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the  
12 compensation of the Deputy Director of the Office of Science  
13 and Technology, which reads: “and receive compensation  
14 at the rate of \$20,500 per annum”.

15 (C) That part of section 22 (a) of such reorganization  
16 plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the  
17 compensation of the Director of the National Science Foun-  
18 dation, which reads: “shall receive compensation at the rate  
19 of \$21,000 per annum and”.

20 (43) That part of section 624 (a) of the Foreign As-  
21 sistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384 (a) ),  
22 relating to the compensation of twelve officers in the agency  
23 primarily responsible for administering part I of such Act,  
24 which reads: “of whom—

25 “(1) one shall have the rank of an Under Secretary  
26 and shall be compensated at a rate not to exceed the rate

1 authorized by law for any Under Secretary of an Execu-  
2 tive Department;

3 “(2) one shall have the rank of Deputy Under  
4 Secretary and shall be compensated at a rate not to  
5 exceed the rate authorized by law for any Deputy Under  
6 Secretary of an Executive Department; and

7 “(3) ten shall have the rank of Assistant Secre-  
8 taries and shall be compensated at a rate not to exceed  
9 the rate authorized by law for any Assistant Secretary  
10 of an Executive Department,”.

11 (44) That part of the first sentence of section 104 (b)  
12 of the Immigration and Nationality Act (66 Stat. 174; 8  
13 U.S.C. 1104 (b) ), relating to the rank and compensation of  
14 the Administrator, Bureau of Security and Consular Af-  
15 fairs, which reads: “and compensation”.

16 SEC. 306. (a) (1) Section 508 of title 28, United States  
17 Code, is amended to read as follows:

18 “§ 508. Salaries.

19 “Subject to subsection (d) of section 303 of the Federal  
20 Executive Salary Act of 1964, the Attorney General shall  
21 fix the annual salaries of United States attorneys, assistant  
22 United States attorneys, and attorneys appointed under  
23 section 503 of this title at rates of compensation not in excess  
24 of the highest rate of grade 18 of the General Schedule of the  
25 Classification Act of 1949, as amended.”.

26 (2) Subject to sections 303 (d) and 501 (a) and (c)



1 of this Act, each incumbent United States attorney and as-  
2 sistant United States attorney shall be paid compensation at  
3 a rate equal to that of attorneys of comparable responsibility  
4 and professional qualifications, as determined by the Attorney  
5 General, whose compensation is prescribed in the General  
6 Schedule of the Classification Act of 1949, as amended.

7 (b) Section 411 of the Foreign Service Act of 1946,  
8 as amended (70 Stat. 704; 22 U.S.C. 866), relating to  
9 the per annum salaries of chiefs of mission, is amended by  
10 striking out the second sentence of that section and inserting  
11 in lieu thereof the following: "The per annum salaries of  
12 chiefs of mission within each class shall be at the rate pro-  
13 vided by law for the levels of the Federal Executive Salary  
14 Schedule as follows: class 1, the rate for level II; class 2,  
15 the rate for level III; class 3, the rate for level IV; and  
16 class 4, the rate for level V."

17 (c) That part of section 201 (f) of the National Aero-  
18 nautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C.  
19 2471 (f) ), fixing a limit of \$19,000 on the compensation of  
20 seven persons in the National Aeronautics and Space Coun-  
21 cil, is amended by striking out "compensated at the rate of  
22 not more than \$19,000 a year," and inserting in lieu thereof  
23 "compensated at not to exceed the highest rate of grade 18 of  
24 the General Schedule of the Classification Act of 1949, as  
25 amended,".

1 (d) Clause (A) of section 203 (b) (2) of the National  
2 Aeronautics and Space Act of 1958 (72 Stat. 429; 42  
3 U.S.C. 2473 (b) (2) ), as amended, is amended to read as  
4 follows: “(A) to the extent the Administrator deems such  
5 action necessary to the discharge of his responsibilities, he  
6 may appoint not more than four hundred and twenty-five of  
7 the scientific, engineering, and administrative personnel of  
8 the Administration without regard to such laws, and may fix  
9 the compensation of such personnel not in excess of the high-  
10 est rate of grade 18 of the General Schedule of the Classifi-  
11 cation Act of 1949, as amended, and”.

12 (e) Section 6 (f) of the Act of September 24, 1959  
13 (73 Stat. 706; 5 U.S.C. 2376 (f) ), relating to the maxi-  
14 mum compensation payable to employees of the Advisory  
15 Commission on Intergovernmental Relations, is amended by  
16 striking out “at a rate in excess of \$20,000 per annum” and  
17 by inserting in lieu thereof “at a rate in excess of the rate  
18 provided by law for level VI of the Federal Executive  
19 Salary Schedule”.

20 (f) The Atomic Energy Act of 1954, as amended, is  
21 further amended as follows:

22 (1) In the last sentence of section 24 a. (68 Stat.  
23 925; 71 Stat. 612; 42 U.S.C. 2034 (a) ), relating to the  
24 annual salary of the General Manager of such Commis-  
25 sion, (A) by inserting “and” immediately before “shall

1       be removable by the Commission” and (B) by strik-  
2       ing out that part which reads: “, and shall receive  
3       compensation at a rate determined by the Commission,  
4       but not in excess of \$22,000 per annum”;

5               (2) In the last sentence of section 24 b. (71 Stat.  
6       612; 42 U.S.C. 2034 (b) ), relating to the annual salary  
7       of the Deputy General Manager of such Commission,  
8       (A) by inserting “and” immediately before “shall be  
9       removable by the General Manager” and (B) by  
10      striking out that part which reads: “, and shall receive  
11      compensation at a rate determined by the General Man-  
12      ager, but not in excess of \$20,500 per annum”;

13              (3) In the last sentence of section 24 c. (71 Stat.  
14      612; 42 U.S.C. 2034 (c) ), relating to the annual sal-  
15      aries of the Assistant General Managers (or their  
16      equivalents) of such Commission, (A) by inserting  
17      “and” immediately before “shall be removable by the  
18      General Manager” and (B) by striking out that part  
19      which reads: “, and shall receive compensation at a rate  
20      determined by the General Manager, but not in excess  
21      of \$20,000 per annum”;

22              (4) In the second sentence of section 25 a. (68  
23      Stat. 925; 71 Stat. 612; 42 U.S.C. 2035 (a) ), relating  
24      to the annual salaries of directors of program divisions



1 of such Commission, by striking out that part which  
2 reads: "and shall receive compensation at a rate deter-  
3 mined by the Commission, but not in excess of \$19,000  
4 per annum";

5 (5) In section 25 b. (68 Stat. 925; 71 Stat. 612;  
6 42 U.S.C. 2035 (b) ), relating to the annual salary of  
7 the General Counsel of such Commission, by striking out  
8 that part which reads: "and shall receive compensation  
9 at a rate determined by the Commission, but not in ex-  
10 cess of \$19,500 per annum";

11 (6) In the first sentence of section 25 c. (68 Stat.  
12 925; 71 Stat. 612; 42 U.S.C. 2035 (c) ), relating to the  
13 annual salary of the Director of the Inspection Division  
14 in such Commission, by striking out that part which  
15 reads: "and shall receive compensation at a rate deter-  
16 mined by the Commission, but not in excess of \$19,000  
17 per annum";

18 (7) In the last sentence of section 25 d. (71 Stat.  
19 612; 42 U.S.C. 2035 (d) ), relating to the annual sala-  
20 ries of certain executive management positions in such  
21 Commission, (A) by inserting "and" immediately before  
22 "shall be removable by the General Manager" and (B)  
23 by striking out that part which reads: ", and shall

1 receive compensation at a rate determined by the Gen-  
2 eral Manager, but not in excess of \$19,000 per annum”;  
3 and

4 (8) In the second sentence of section 28 (68 Stat.  
5 926; 42 U.S.C. 2038), relating to the compensation of  
6 the active member of the Armed Forces serving as  
7 Director of the Division of Military Application in such  
8 Commission, by striking out that part which reads “and  
9 the compensation prescribed in section 25” and inserting  
10 in lieu thereof, “and the compensation for directors of  
11 other program divisions”.

12 (g) Section 2 of the Act of July 30, 1946, as amended  
13 (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to  
14 the compensation of the United States representatives and  
15 alternates at sessions of the General Conference of the United  
16 Nations Educational, Scientific, and Cultural Organization,  
17 is amended by striking out “Such representatives and alter-  
18 nates shall each be entitled to receive compensation at such  
19 rates, not to exceed \$15,000 per annum, as the President  
20 may determine,” and inserting in lieu thereof “Such repre-  
21 sentatives and alternates shall each be entitled to receive  
22 compensation at such rates provided by section 412 of the  
23 Foreign Service Act of 1946, as amended, as the President  
24 may determine,”.

25 (h) Section 2 of the Act of July 1, 1947 (61 Stat. 215;  
26 22 U.S.C. 289a), relating to the compensation of the United

1 States representatives and alternates at sessions of the gen-  
2 eral council and at sessions of the executive committee of the  
3 International Refugee Organization, is amended by striking  
4 out "Such representative or representatives shall each be  
5 entitled to receive compensation at a rate not to exceed  
6 \$12,000 per annum, and any such alternate shall be en-  
7 titled to receive compensation at a rate not to exceed \$10,-  
8 000 per annum," and inserting in lieu thereof "Such repre-  
9 sentative or representatives, and any such alternate, shall  
10 be entitled to receive compensation at one of the rates pro-  
11 vided by section 412 of the Foreign Service Act of 1946,  
12 as amended,".

13 (i) The third sentence of section 2 of the Act of May 29,  
14 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read  
15 as follows: "Except as provided in subsection (d) of section  
16 303 of the Federal Executive Salary Act of 1964, no  
17 officer or employee of the National Security Agency shall be  
18 paid basic compensation at a rate in excess of the highest rate  
19 of basic compensation contained in such General Schedule.".

20 (j) (1) Sections 2 and 3 of the Act of July 25, 1958  
21 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), re-  
22 lating to the compensation of the Commissioners of the Dis-  
23 trict of Columbia, are amended to read as follows:

24 "SEC. 2. Except as otherwise provided by this section  
25 and section 3 of this Act—

26 "(1) the compensation of the Commissioners of the



1 District of Columbia shall be at the rate of \$26,500  
2 each per annum; and

3 “(2) the Commissioner detailed from the Corps  
4 of Engineers of the United States Army shall receive an  
5 annual compensation which, when added to any com-  
6 pensation he receives as an officer of the United States  
7 Army, will equal the compensation authorized by para-  
8 graph (1) of this section.

9 “SEC. 3. Notwithstanding any other provision of law—

10 “(1) the compensation of the President of the  
11 Board of Commissioners of the District of Columbia shall  
12 be at the rate of \$27,000 per annum; and

13 “(2) if the Commissioner detailed from the Corps  
14 of Engineers of the United States Army is chosen Presi-  
15 dent of the Board of Commissioners, he shall receive,  
16 as President of the Board, an annual compensation  
17 which, when added to any compensation he receives as  
18 an officer of the United States Army, will equal the  
19 compensation authorized by paragraph (1) of this  
20 section.”.

21 (2) Section 11-702 (d) of the District of Columbia  
22 Code (77 Stat. 484; Public Law 88-241), relating to the  
23 rates of annual salary of the chief judge and the associate

1 judges of the District of Columbia Court of Appeals, is  
2 amended—

3 (A) by striking out “\$19,000” and inserting in lieu  
4 thereof “\$26,000”; and

5 (B) by striking out “\$18,500” and inserting in lieu  
6 thereof “\$25,500”.

7 (3) Section 11-902 (d) of the District of Columbia  
8 Code (77 Stat. 487; Public Law 88-241), relating to the  
9 rates of annual salary of the chief judge and the associate  
10 judges of the District of Columbia Court of General Sessions,  
11 is amended—

12 (A) by striking out “\$18,000” and inserting in  
13 lieu thereof “\$25,000”; and

14 (B) by striking out “\$17,500” and inserting in  
15 lieu thereof “\$24,500”.

16 (4) The first sentence of the second paragraph of section  
17 2 of the District of Columbia Revenue Act of 1937, as  
18 amended (D.C. Code, sec. 47-2402), relating to the com-  
19 pensation of the person appointed to the District of Columbia  
20 Tax Court, is amended by striking out “\$17,500” and insert-  
21 ing in lieu thereof “\$24,500”.

22 (5) That part of the salary schedule in section 1 of the  
23 District of Columbia Teachers’ Salary Act of 1955, as





1       (3) The catchline of section 5031 of such title 10 is  
2 amended by striking out “; **compensation**”.

3       (4) The table of contents of chapter 505 of such title  
4 10 is amended by striking out  
“5031. Secretary of the Navy: responsibilities; compensation.”

5 and inserting in lieu thereof

“5031. Secretary of the Navy: responsibilities.”.

6       (5) The catchline of section 5033 of such title 10  
7 is amended by striking out “; **compensation**”.

8       (6) The table of contents of chapter 505 of such title  
9 10 is amended by striking out

“5033. Under Secretary of the Navy: appointment; duties; compensa-  
tion.”

10 and inserting in lieu thereof

“5033. Under Secretary of the Navy: appointment; duties.”.

11       (7) The catchline of section 8012 of such title 10  
12 is amended by striking out “; **compensation**”.

13       (8) The table of contents of chapter 803 of such title  
14 10 is amended by striking out

“8012. Secretary of the Air Force: powers and duties; delegation by;  
compensation.”

15 and inserting in lieu thereof

“8012. Secretary of the Air Force: powers and duties; delegation by.”.

## 16                   CHANGES IN POSITION TITLES

17       SEC. 307. Whenever reference is made in any law or  
18 reorganization plan to the—

19               Administrative Assistant Attorney General,

1           Administrative Assistant Secretary of the Interior,  
 2           Administrative Assistant Secretary of Agriculture,  
 3           Administrative Assistant Secretary of Labor,  
 4           Administrative Assistant Secretary of the Treasury,

5           or

6           Administrative Assistant Secretary of Health, Edu-  
 7           cation, and Welfare,

8   such reference shall be held and considered to mean the

9           Assistant Attorney General for Administration,  
 10          Assistant Secretary of the Interior for Administra-  
 11          tion,

12          Assistant Secretary of Agriculture for Administra-  
 13          tion,

14          Assistant Secretary of Labor for Administration,

15          Assistant Secretary of the Treasury for Administra-  
 16          tion, or

17          Assistant Secretary of Health, Education, and Wel-  
 18          fare for Administration,

19   respectively.

20           LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE

21                                           ACTION

22           SEC. 308. Except as provided by this Act and notwith-  
 23   standing the provisions of any other law, the head of any  
 24   executive department, independent establishment, or agency  
 25   in the executive branch who is authorized to fix by admin-

1 istrative action the annual rate of basic compensation for  
2 any position, officer, or employee shall not fix such rate in  
3 excess of the highest rate of grade 18 of the General Sched-  
4 ule of the Classification Act of 1949, as amended. Nothing  
5 contained in this section shall be construed to impair the  
6 authorities provided in the Central Intelligence Agency Act  
7 of 1949, as amended (50 U.S.C. 403a and following), in  
8 section 3 of the Tennessee Valley Authority Act of 1933  
9 (16 U.S.C. 831b), in section 9 of the Federal Deposit  
10 Insurance Act (12 U.S.C. 1819), or in section 5240 of the  
11 Revised Statutes (12 U.S.C. 481, relating to the Comptroller  
12 of the Currency).

13 POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949

14 SEC. 309. Each office or position in the executive branch  
15 specifically referred to in, or covered by, any conforming  
16 change in law made by section 305 of this Act which  
17 is not placed in a level of the Federal Executive Salary  
18 Schedule pursuant to section 303 of this Act, shall be placed  
19 in the appropriate grade of the General Schedule of the  
20 Classification Act of 1949, as amended, in accordance with  
21 the provisions of such Act.

22 SAVING PROVISIONS

23 SEC. 310. (a) Except as provided by this Act, the  
24 changes in existing law made by this Act shall not affect any



1 office or position existing immediately prior to the effective  
2 date of any such changes in existing law, the compensation  
3 attached to such office or position, and any incumbent  
4 thereof, his appointment thereto, and his entitlement to  
5 receive the compensation attached thereto, until appropriate  
6 action is taken in accordance with this Act or other law.

7 (b) Notwithstanding any provision of this Act, the rate  
8 of basic, gross, or total annual compensation received by  
9 any officer or employee immediately prior to the effective  
10 date of this section shall not be reduced by reason of  
11 enactment of this Act.

#### 12 TITLE IV—FEDERAL JUDICIAL SALARIES

13 SEC. 401. This title may be cited as the “Federal  
14 Judicial Salary Act of 1964”.

15 SEC. 402. (a) The rates of basic compensation of officers  
16 and employees in or under the judicial branch of the Govern-  
17 ment whose rates of compensation are fixed by or pursuant to  
18 paragraph (2) of subdivision a of section 62 of the Bank-  
19 ruptcy Act (11 U.S.C. 102 (a) (2) ), section 3656 of title  
20 18, United States Code, the third sentence of section 603,  
21 section 604 (a) (5), or sections 672 to 675, inclusive, of  
22 title 28, United States Code, are hereby increased by  
23 amounts which reflect the respective applicable increases  
24 provided by title I of this Act in corresponding rates of com-

1    pensation for officers and employees subject to the Classifi-  
2    cation Act of 1949, as amended.

3           (b) The limitations provided by applicable law on the  
4    effective date of this section with respect to the aggregate  
5    salaries payable to secretaries and law clerks of circuit and  
6    district judges are hereby increased by amounts which reflect  
7    the respective applicable increases provided by title I of this  
8    Act in corresponding rates of compensation for officers and  
9    employees subject to the Classification Act of 1949, as  
10   amended.

11           (c) Section 753 (e) of title 28, United States Code  
12   (relating to the compensation of court reporters for district  
13   courts), is amended by striking out the existing salary  
14   limitation contained therein and inserting a new limitation  
15   which reflects the respective applicable increases provided  
16   by title I of this Act in corresponding rates of compensation  
17   for officers and employees subject to the Classification Act  
18   of 1949, as amended.

19           (d) Section 40a of the Bankruptcy Act (11 U.S.C.  
20   68 (a) ), as amended, relating to the compensation of full-  
21   time and part-time referees in bankruptcy, is amended by  
22   striking out the existing compensation limitations contained  
23   therein and inserting new limitations of “\$22,500” and  
24   “\$11,000”, respectively.

1        SEC. 403. (a) Section 5 of title 28, United States Code,  
2 relating to the salaries of the Chief Justice of the United  
3 States and of the Associate Justices of the Supreme Court  
4 of the United States, is amended by striking out “\$35,500”  
5 and substituting therefor “\$43,000”, and by striking out  
6 “\$35,000” and substituting therefor “\$42,500”.

7        (b) Section 44 (d) of title 28, United States Code,  
8 relating to circuit judges, is amended by striking out  
9 “\$25,500” and substituting therefor “\$33,000”.

10        (c) Section 135 of title 28, United States Code, relating  
11 to district judges, is amended by striking out “\$22,500” and  
12 substituting therefor “\$30,000”, and by striking out “\$23,-  
13 000” and substituting therefor “\$30,500”.

14        (d) Section 173 of title 28, United States Code, re-  
15 lating to judges of the Court of Claims, is amended by  
16 striking out “\$25,500” and substituting therefor “\$33,000”.

17        (e) Section 213 of title 28, United States Code, relat-  
18 ing to judges of the Court of Customs and Patent Appeals,  
19 is amended by striking out “\$25,500” and substituting there-  
20 for “\$33,000”.

21        (f) Section 252 of title 28, United States Code, relating  
22 to judges of the Customs Court, is amended by striking out  
23 “\$22,500” and substituting therefor “\$30,000”.



1       (g) The first paragraph of section 603 of title 28,  
2 United States Code, relating to the compensation of the  
3 Director and the Deputy Director of the Administrative  
4 Office of the United States Courts, is amended to read as  
5 follows:

6       “The Director shall receive a salary of \$28,000 a year.  
7 The Deputy Director shall receive a salary of \$27,000 a  
8 year.”

9       (h) Subsection (b) of section 792 of title 28, United  
10 States Code, relating to the compensation of commissioners  
11 of the Court of Claims, is amended to read as follows:

12       “(b) Each commissioner shall receive basic compensa-  
13 tion at the rate of \$27,000 a year, and also all necessary  
14 traveling expenses and a per diem allowance as provided in  
15 the Travel Expense Act of 1949, as amended, while travel-  
16 ing on official business and away from Washington, District  
17 of Columbia.”

18       (i) Section 7443 (c) of the Internal Revenue Code of  
19 1954 (68A Stat. 879), as amended, relating to judges of  
20 the Tax Court of the United States, is further amended by  
21 striking out “\$22,500” and substituting therefor “\$30,000”.

22       (j) Section 867 (a) (1) of title 10, United States Code,  
23 relating to judges of the Court of Military Appeals, is

1 amended by striking out "\$25,500" and substituting therefor  
2 "\$33,000".

3 TITLE V—EFFECTIVE DATES

4 SEC. 501. (a) Except to the extent provided in subsec-  
5 tions (b) and (c) of this section, this Act and the increases  
6 in compensation made by this Act shall become effective on  
7 the first day of the first pay period which begins on or after  
8 the date of enactment of this Act.

9 (b) Section 204 of this Act, relating to increases in  
10 compensation for Members of Congress, shall become effec-  
11 tive at noon on January 3, 1965.

12 (c) Notwithstanding any other provision of this Act  
13 (but except as otherwise provided in subsection (b) of this  
14 section) —

15 (1) no rate of compensation which is equal to or in  
16 excess of \$22,000 per annum shall be increased in any  
17 amount, by reason of this Act, until the first day of the  
18 first pay period which begins on or after January 1,  
19 1965; and

20 (2) no rate of compensation which is less than \$22,-  
21 000 per annum shall be increased to an amount per  
22 annum in excess of \$22,000, by reason of this Act, until  
23 the first day of the first pay period which begins on or  
24 after January 1, 1965.





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# A BILL

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To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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By Mr. MORRISON

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APRIL 28, 1964  
Referred to the Committee on Post Office and Civil Service

MAY 11, 1964

Committed to the Committee of the Whole House on the State of the Union and ordered to be printed







May 20, 1964

Committee recommends no additional funds for stockpiling shelter supplies or new programs proposed in the budget."

4. PAY. The House Rules Committee granted a rule for consideration of H. R. 11049, the Federal pay raise bill. D396

Rep. Udall inserted a table showing legislative salary increases contained in the pay bill. p. 11069

5. FOREIGN TRADE. Rep. Moore criticized trade activities under the Trade Expansion Act, calling attention to the "creeping export trade" and the "sharp increase in the imports" of certain products, including beef and woollens which he said is causing "misgivings not only about the further slashing of tariff rates but about our existing position." pp. 11071-72

6. EXPENDITURES. Rep. Alger states that there has been "no real cut" in Federal spending and cited the funds sought for the poverty campaign, and the additional funds for aid to Vietnam, in support of his position. p. 11075

7. WASTE DISPOSAL. Rep. Roosevelt spoke in support of his bill to provide research technical and financial assistance relating to the disposal of solid wastes. pp. 11076-7

8. AREA REDEVELOPMENT. Sen. Gray commended the work of ARA, mentioning particularly assistance given southern Illinois through a loan granted a Carbondale firm, creating jobs for many unemployed persons. p. 11078

9. FOREIGN CURRENCY. Received from the Treasury a report of balances of foreign currencies acquired without payment of dollars, as of December 31, 1963. p. 11079

10. FOREIGN AID. Received from the Export-Import Bank of Washington a report relating to shipments to Yugoslavia insured by the Foreign Credit Insurance Association and the Export-Import Bank under the short-term export credit insurance program. p. 11079

11. COMMITTEE ASSIGNMENTS. Rep. Albert Watson resigned from the Post Office and Civil Service Committee. p. 11062

Reps. Albert W. Watson and Fred B. Rooney were elected as members of the Interstate and Foreign Commerce Committee. p. 11062

#### SENATE

12. POVERTY. Sen. Byrd (Va.) inserted an editorial opposing the poverty program as being a "grandiose" plan, a huge cost to taxpayers, and a program without assurance that it will work. pp. 11125-6

Sen. Dodd was added as cosponsor of S. 2642, the poverty bill. p. 11086

13. PESTICIDES. Sen. Ribicoff inserted an article giving instructions for the protection of pets where pesticides are used. p. 11091

14. PROTEIN. Sen. Lausche discussed and inserted an article on the possible conversion of wood pulp, sugarbeets, and molasses into protein as an aid toward solving the food problems of the world. p. 11095

15. FOREIGN TRADE. Sen. Javits inserted a summary and report of the Republican Citizens Committee urging an increase of American Exports as far as world markets would permit. pp. 11122-5  
Sen. Thurmond commended the AFL-CIO for its opposition to any expansion of Western trade with the Communists. p. 11129
16. CONSERVATION. Sen. McGovern congratulated Sen. Anderson for being given an award for his work in the field of conservation. pp. 11099-11100
17. ELECTRIFICATION. Sen. Bartlett inserted a review of Sen. Gruening's book which is critical of the activities of the private power companies in their fight with local power companies. pp. 11108-9
18. CIVIL RIGHTS. Continued debate on H. R. 7152, the civil rights bill. pp. 11121-3, 11141-9, 11158, 11161-4  
Sen. Humphrey inserted his newsletter explaining the effects of the civil rights bill on the farmer as only requiring him not to refuse to hire a person solely because of his race or his religion. pp. 11111-2
19. LIVESTOCK. Sen. McGee inserted a bulletin stating that the cattlemen themselves have contributed to the oversupply of beef in America by increasing the numbers of cattle on feed and by feeding cattle to extra heavy weights. pp. 11115-7  
Sen. Hruska criticized administration policies for aiding the livestock as being insufficient, challenged figures used by the President on meat imports and prices, and inserted several items on the matter. pp. 11129-31
20. APPROPRIATIONS. Received from the President a supplemental appropriation of \$2,296,890 to pay claims against the U. S. (S. Doc. 74). p. 11082
21. VIRGIN ISLANDS. Received the report of the Board of the Virgin Islands Corporation for 1963. p. 11082
22. POLLUTION. Sen. Williams (N.J.) was added as a cosponsor of S. 2792, to provide for control of waste disposal in connection with the manufacture, formulation, or other processing of economic poisons under the Federal Insecticide, Fungicide, and Rodenticide Act. pp. 11086-7
23. VOCATIONAL TRAINING. Sen. Gruening inserted an article on the need of vocational training in Alaska, including the training of aviators and other transportation workers to aid the marketing of farm products in that State. pp. 11105-6
24. CUBAN AGRICULTURE. Sen. Dominick compared the changes in the agriculture and food situation of Cuba before and since the Castro takeover. p. 11136
25. RESEARCH. Sen. Morse complimented the establishment of two research centers on college campuses by the Office of Education along the same pattern as the agricultural experimental stations, and inserted a speech by the U. S. Commissioner of Education, "Research: Education's Neglected Hope." pp. 11153-5



requests, and \$1,059,632,215 less than the 1964 appropriation. Pages 11042-11062

**Committee Resignations:** Received and read a letter from Representative Rooney of Pennsylvania tendering his resignation from the Committee on Veterans' Affairs; and read a letter from Representative Watson submitting his resignation from the Committee on Post Office and Civil Service. Page 11062

**Committee Elections:** Adopted H. Res. 729, electing Representatives Rooney of Pennsylvania and Watson to membership on the Committee on Interstate and Foreign Commerce. Page 11062

**Independent Offices Appropriations:** Commenced 2 hours of debate on H.R. 11296, making appropriations for sundry independent executive bureaus, boards, commissions, corporations, agencies, and offices for fiscal year 1965, and after consuming 34 minutes of the time allotted for debate the House deferred further consideration of the legislation to Thursday. Pages 11063-11066

**Quorum Calls and Record Votes:** During the proceedings of the House today two quorum calls and three record votes developed and they appear on pages 11042, 11060, 11061, 11061-11062, and 11063.

**Program for Thursday:** Adjourned at 5:56 p.m. until Thursday, May 21, 1964, at 11 o'clock a.m., when the House will eulogize the late Representative Cannon and further consider H.R. 11296, making appropriations for sundry independent agencies and bureaus for fiscal year 1965.

## Committee Meetings

### BRIEFING

*Committee on Armed Services:* Met in executive session for a briefing by Secretary of Defense Robert S. McNamara on South Vietnam.

### WAR ON POVERTY—ECONOMIC OPPORTUNITY

*Committee on Education and Labor:* The committee continued its executive session on H.R. 10440, the Economic Opportunity Act of 1964. Recessed until Thursday, May 21.

### FOREIGN AID

*Committee on Foreign Aid:* Continued the executive markup of H.R. 10502, the foreign aid bill. Recessed until Thursday, May 21.

### GENERAL ACCOUNTING AUDIT

*Committee on Government Operations:* Met in executive session and ordered reported favorably to the House the following bills:

H.R. 10705, to change the General Accounting Office audit to a calendar year basis for the Federal home loan banks and the Federal Savings and Loan Insurance Corporation; and

H.R. 9964, to extend for 2 years the period for which

payments in lieu of taxes may be made for certain real property transferred by the Reconstruction Finance Corporation and its subsidiaries to other Government departments.

The committee also adopted a report of the Subcommittee on Military Construction for procurement of equipment for military construction for tactical airfields.

### INDIAN AFFAIRS

*Committee on Interior and Insular Affairs:* Ordered reported favorably to the House H.R. 8080, amended, to authorize the disposition of funds arising from judgments in favor of the Snake or Paiute Indians of the former Malheur Reservation in Oregon.

Adopted two committee resolutions as follows:

Approved a contract with the Florida Conservancy Irrigation District, Colorado; and

Approved a concession contract in Bad Lands National Monument, S. Dak.

### MISSOURI RIVER BASIN

*Committee on Interior and Insular Affairs:* Subcommittee on Irrigation and Reclamation met in executive session on H.R. 1003, regarding Garrison diversion unit, Missouri River Basin project. No final action was taken.

### FOREIGN AIR TRANSPORTATION

*Committee on Interstate and Foreign Commerce:* Held a hearing on H.R. 6400, and related bills, regarding regulation of rates and practices in foreign air transportation. Heard testimony from Nathaniel H. Goodrich, General Counsel, Federal Aviation Agency; and public witnesses.

### PRAYER—PUBLIC SCHOOLS

*Committee on the Judiciary:* Continued hearings on pending resolutions regarding prayer and Bible reading in public schools and in other public places. Heard testimony from Representatives Leggett and Jones of Missouri. Hearings will continue Thursday, May 21.

### FEDERAL PAPER JUNGLE

*Committee on Post Office and Civil Service:* Subcommittee on Census and Government Statistics held a hearing regarding Federal paperwork jungle. Heard testimony from public witnesses.

### APPALACHIAN REGIONAL DEVELOPMENT

*Committee on Public Works:* Ad Hoc Committee on Appalachian Regional Development held a hearing on H.R. 11065 and 11066, and related bills, regarding the Appalachian Regional Development Act of 1964. Heard testimony from Orville L. Freeman, Secretary of Agriculture; Anthony J. Celebrezze, Secretary of Health, Education, and Welfare; Milton Semer, General Counsel, Housing and Home Finance Agency; and James T. Ramey, Commissioner, Atomic Energy Commission.



## TRANSPORTATION BILL

*Committee on Rules:* Granted an open rule, waiving points of order, with 4 hours of debate, making it in order to consider the substitute amendment now in the bill, also making it in order to take S. 8 from the Speaker's table, strike out all after the enacting clause, and insert the House-passed language on H.R. 3881.

Testimony was given on the request for a rule by Representatives Patman, Rains, Dwyer, Kilburn, Harvey of Michigan, Bolton, and Multer.

## FEDERAL PAY RAISE

*Committee on Rules:* Granted an open rule, with 4 hours of debate, on H.R. 11049, the Federal pay raise bill.

Testimony was given on the request for a rule by Representatives Murray, Corbett, and Morrison.

## RESEARCH AND DEVELOPMENT

*Committee on Science and Astronautics:* Subcommittee on Science, Research, and Development held a hearing on the geographical distribution and indirect costs of Federal research and development. Heard testimony from public witnesses.

## FREEDOM ACADEMY—FREEDOM COMMISSION

*Committee on Un-American Activities:* Continued hearings on bills to create a Freedom Academy and a Freedom Commission. Heard testimony from Representative Clausen; Adolph A. Berle, former Assistant Secretary of State; and public witnesses.

## COMMITTEE MEETINGS FOR THURSDAY, MAY 21

(All meetings are open unless otherwise designated)

## Senate

*Committee on Appropriations,* to continue its hearings on H.R. 11201, making deficiency appropriations for fiscal 1964, 8:30 a.m., 1223 New Senate Office Building.

*Committee on Armed Services,* Military Construction Subcommittee, on H.R. 10300, military construction authorizations bill, on the Air Force title of the bill, 8:30 a.m., 224 Old Senate Office Building.

*Committee on Foreign Relations,* open, followed by executive, on S. 2464, to establish the Roosevelt Campobello International Park, 9:30 a.m., room S-116, Capitol.

Executive, to hear Secretary of State Rusk in regard to Laos and Southeast Asia, 11 a.m., room S-116, Capitol.

*Committee on Interior and Insular Affairs,* Irrigation and Reclamation Subcommittee, on proposed plan for weather modification in the Colorado River Basin, 9 a.m., 3110 New Senate Office Building.

*Committee on Public Works,* Subcommittee on Roads, on S. 2520, proposed Federal-Aid Highway Act, 10 a.m., 4200 New Senate Office Building.

*Committee on Rules and Administration,* executive, to consider its report on the investigation of financial and business activities of Senate employees and former Senate employees, 9 a.m., room S-221, Capitol.

## PENSIONS

*Committee on Veterans' Affairs:* Subcommittee on Pension and Compensation held a hearing on pending pension legislation. Heard testimony from representatives of the Disabled American Veterans and the American Legion.

## MEDICAL CARE—AGED

*Committee on Ways and Means:* Continued its executive session on medical care for the aged. The committee will continue its executive session on Thursday, May 21.

## Joint Committee Meetings

## NOMINATION

*Joint Committee on Atomic Energy:* The Senate members of the committee held hearings on the nomination of James T. Ramey, for reappointment to membership of the Atomic Energy Commission, with favoring testimony from Dr. Glenn T. Seaborg, Chairman, and Dr. Gerald F. Tape and John G. Palfrey, members, all of the AEC. The nominee was present to testify and answer questions on his own behalf.

## CLASSIFIED AEC MATTERS

*Joint Committee on Atomic Energy:* Committee met in executive session to receive a briefing on several classified matters pertaining to the Atomic Energy Commission. Testimony was received from Dr. Glenn T. Seaborg, Chairman, and Dr. Gerald F. Tape, John G. Palfrey, and James T. Ramey, Members, all of the AEC.

## House

*Committee on Agriculture,* executive, on H.R. 10708, the Durum wheat bill, Tulalake, Calif., 10 a.m., 1310 Longworth House Office Building.

*Committee on Appropriations,* Subcommittee on Defense, executive, 10 a.m., H-140 U.S. Capitol Building.

Subcommittee on Foreign Operations, executive, 1 p.m., H-309 U.S. Capitol Building.

*Committee on Banking and Currency,* Subcommittee on Bank Supervision and Insurance, executive, on H.R. 9548, to prohibit banks from performing certain nonbanking services; and H.R. 9822, to prohibit banks from engaging in the business of personal property leasing, 10 a.m., 1301 Longworth House Office Building.

*Committee on Education and Labor,* executive, on H.R. 10440, Economic Opportunity Act of 1964, 9:45 a.m., 429 Cannon House Office Building.

*Committee on Foreign Affairs,* to continue executive markup of H.R. 10502, the foreign aid bill, 10 a.m., H-322 U.S. Capitol Building.

*Committee on Government Operations,* Subcommittee on Military Operations, on satellite communications, 10 a.m., B-300 Rayburn House Office Building.

*Committee on Interior and Insular Affairs,* Subcommittee on Public Lands, on H.R. 8156, re Pima County, Ariz., Edward O. Earl and the estate of Madelon Earl; and H.R. 5904, re emergency assistance, 9:45 a.m., 1324 Longworth House Office Building.



rently calculated average market rates of interest. Under my proposal, the Secretary would be required to do so.

The principal immediate effect of the proposed bill would be to increase the present average yield of the \$15 billion of trust fund money in special issues from an average of about 2.95 percent per annum to about  $4\frac{1}{8}$  percent per annum. As the accompanying table shows, if the special issues in the trust funds portfolios as of February 29, 1964, were switched to issues bearing an interest rate of  $4\frac{1}{8}$  percent per year, the annual interest income earned by the two funds would be raised from about \$444 million to over \$620 million—an increase of about \$176 million.

This increase in interest income is not, of course, a permanent one. As the special issues now held by the funds mature at dates ranging from 1966 to 1978, the present law, which requires new issues at current market rates, would raise yields as these issues matured. The difference in interest income between that possible under my bill and the income possible under the present statute will, therefore, diminish from 1966 onward and be canceled in 1978. But in the interim period a substantial net addition to trust fund capital will have been made.

These added millions of additional income to the social security fund can be used either to postpone increases in contributions required to finance present benefits or, better, to pay the initial cost of benefit extensions. Among the latter, programs such as the following could be considered:

First. Payment of older worker allowances to workers over 55 years of age, who have exhausted unemployment benefits and now have to wait until they are 62 to receive social security benefits. The Clark subcommittee on employment and manpower of the Senate has recommended that workers in this group who continue to be available for work, retraining, special work projects, or relocation, and estimated to total from 20,000 to 25,000, receive payments of about \$2,000 per year, at an annual cost of \$50 million to \$75 million. If the annual payments to any one person were limited to the average \$1,000 per year now paid in social security benefits, the cost would be half that estimated by the Clark subcommittee.

Second. Payment of disability benefits to disabled widows, who now receive no benefits until age 62, irrespective of their age. At a cost of about \$100 million per year, a disability pension of about \$1,000 per year could be paid to the 100,000 women who fall into this disadvantaged category.

Third. Payment of old age benefits to childless widows at half-benefit rate at age 60. Childless widows of workers who have accumulated social security rights now receive an average of about \$70 per month at age 62. An average \$35 per month could be paid to the 300,000 childless widows who now compose the group from 60 to 62 at an approximate annual cost of \$150 million per year.

Fourth. Payment of extended benefits to children of disabled or retired workers

or their survivors. Under the terms of H.R. 6688 proposed by the gentleman from Arkansas (Mr. MILLS), children's benefits would continue to be paid until age 22 when the children continued in school. These payments now stop when children reach the age of 18. Extension of benefits to the higher age limit would permit an estimated 200,000 young people to go on to college at an annual cost of some \$125 million.

The text of H.R. 11328 follows:

#### H.R. 11328

A bill to amend title II of the Social Security Act with respect to the investment of amounts in the social security trust funds

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled*, That (a) the fifth sentence of section 201(d) of the Social Security Act is amended by inserting "(1)" after "except that", and by inserting before the period at the end thereof the following: ", and (2) the rate of interest on such obligations shall in no case be less than 3 per centum per annum".

(b) The sixth sentence of section 201(d) of such Act is amended by inserting before the period at the end thereof the following: ", and the investment yield of such obligations shall not be less than the interest rate determined in accordance with the preceding sentence".

SEC. 2. The Managing Trustee of the Federal Old-Age and Survivors Insurance Trust Fund and the Federal Disability Insurance Trust Fund shall, immediately upon the enactment of this Act, retire the special obligations held by such trust funds on the date of the enactment of this Act and issue in lieu thereof special obligations with an interest rate determined as provided for in section 201(d) of the Social Security Act as amended by the first section of this Act.

| Multiple  | Base  | Present gross | Proposed by H.R. 11049 |           |
|-----------|-------|---------------|------------------------|-----------|
|           |       |               | Percent increase       | New gross |
| 0.....    | \$5   | \$891         | 0.5                    | \$935     |
| 0.1.....  | 60    | 1,020         | .5                     | 1,071     |
| 1.....    | 500   | 2,057         | .5                     | 2,160     |
| 1.....    | 505   | 2,069         | 5.5                    | 2,183     |
| 2.....    | 1,000 | 3,157         | 5.5                    | 3,330     |
| 2.....    | 1,005 | 3,166         | 6.5                    | 3,372     |
| 2.4.....  | 1,200 | 3,534         | 6.5                    | 3,764     |
| 3.....    | 1,500 | 4,052         | 6.5                    | 4,316     |
| 3.....    | 1,505 | 4,061         | 7.5                    | 4,366     |
| 3.6.....  | 1,800 | 4,655         | 7.5                    | 5,004     |
| 4.....    | 2,000 | 5,088         | 7.5                    | 5,470     |
| 4.....    | 2,005 | 5,099         | 8.5                    | 5,533     |
| 4.8.....  | 2,400 | 5,955         | 8.5                    | 6,461     |
| 5.....    | 2,500 | 6,172         | 8.5                    | 6,697     |
| 5.....    | 2,505 | 6,183         | 9.5                    | 6,770     |
| 6.....    | 3,000 | 7,255         | 9.5                    | 7,945     |
| 6.....    | 3,005 | 7,266         | 10.5                   | 8,029     |
| 7.....    | 3,500 | 8,339         | 10.5                   | 9,215     |
| 7.....    | 3,505 | 8,350         | 11.5                   | 9,310     |
| 7.2.....  | 3,600 | 8,556         | 11.5                   | 9,540     |
| 8.....    | 4,000 | 9,422         | 11.5                   | 10,506    |
| 8.....    | 4,005 | 9,433         | 12.5                   | 10,613    |
| 9.....    | 4,500 | 10,506        | 12.5                   | 11,819    |
| 9.....    | 4,505 | 10,517        | 13.5                   | 11,937    |
| 9.6.....  | 4,800 | 11,136        | 13.5                   | 12,640    |
| 10.....   | 5,000 | 11,550        | 13.5                   | 13,109    |
| 10.....   | 5,005 | 11,560        | 14.5                   | 13,237    |
| 11.....   | 5,500 | 12,528        | 14.5                   | 14,345    |
| 11.....   | 5,505 | 12,538        | 15.5                   | 14,481    |
| 12.....   | 6,000 | 13,469        | 15.5                   | 15,556    |
| 12.....   | 6,005 | 13,478        | 16.5                   | 15,702    |
| 13.....   | 6,500 | 14,409        | 16.5                   | 16,786    |
| 13.....   | 6,505 | 14,418        | 17.5                   | 16,942    |
| 14.....   | 7,000 | 15,349        | 17.5                   | 18,035    |
| 14.....   | 7,005 | 15,359        | 18.5                   | 18,200    |
| 14.4..... | 7,200 | 15,725        | 18.5                   | 18,635    |
| 15.....   | 7,500 | 16,289        | 18.5                   | 19,303    |
| 15.....   | 7,505 | 16,299        | 19.5                   | 19,477    |
| 16.....   | 8,000 | 17,230        | 19.5                   | 20,590    |
| 16.....   | 8,005 | 17,239        | 20.5                   | 20,773    |
| 17.....   | 8,500 | 18,170        | 20.5                   | 21,895    |
| 17.....   | 8,505 | 18,179        | 21.5                   | 22,088    |
| 17.7..... | 8,800 | 18,884        | 21.5                   | 22,945    |
| 18.....   | 9,000 | 19,110        | 21.5                   | 23,219    |
| 18.....   | 9,005 | 19,120        | 22.5                   | 23,422    |
| 18.9..... | 9,475 | 20,000        | 22.5                   | 24,500    |

#### PROVISIONS OF THE REVISED FEDERAL PAY BILL

(Mr. UDALL asked and was given permission to address the House for 1 minute and to revise and extend his remarks and to include extraneous matter.)

Mr. UDALL. Mr. Speaker, since the Post Office and Civil Service Committee recently voted out H.R. 11049, the revised Federal pay bill, I have had many inquiries concerning provisions of the bill relating to legislative employees—the staffs of congressional committees and the staffs of Senators and Congressmen.

I should like to say that the provisions of this portion of the bill are substantially the same as they were when the House considered the earlier pay bill, H.R. 8986. H.R. 11049 is now before the Rules Committee and I am hoping for approval of a rule and an early debate in the House.

Without objection, I insert a table showing legislative salary increases contained in H.R. 11049:

#### LEGISLATIVE SALARY INCREASES PROVIDED IN SECTION 202 OF H.R. 11049

This amendment is designed to provide percentage salary adjustments for legislative employees comparable to those provided for employees under the Classification Act. The increases are provided in an amount equal to  $3\frac{1}{2}$  percent of the employee's gross rate plus 1 percent of his gross rate for each whole multiple, or part of a multiple of \$500 basic compensation; or an amount equal to 5 percent of such gross rate, whichever is greater:

#### TIME FOR DRASTIC ACTION

(Mr. GOODLING asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. GOODLING. Mr. Speaker, it appears most unfortunate that a very small minority of college students—college hoodlums would be more appropriate—might well bring discredit to the countless numbers of conscientious students who appreciate the privilege of being able to attend college. The great majority show their appreciation. They not only attempt to learn how to make a living but also the art of making a life.

"Fraternity Confab Turns Into Near Orgy," was a recent headline in a Midwest paper. Thirty-seven students, including 15 cops, were arrested when the confab turned into a drunken brawl, resulting in considerable damage to a hotel in the town. Pedestrians were endangered when beer cans and bottles were thrown from upper story windows.

More recently the press reported a similar occurrence not very far from the Nation's Capital. Here a cabin was practically wrecked under comparable circumstances.

News media this past Monday morning gave an account of completely irresponsible students from the same institution who chose one of the Wilson Lines pleasure boats to show complete contempt for law and order by throwing deck chairs



and life preservers overboard. This was followed by riots with the police force.

An even more shocking incident was reported editorially in the May 18 issue of the York, Pa., Dispatch, which should be required reading for every Member of Congress.

Modern conveniences have brought drastic changes. Improved methods of heating have largely eliminated the woodshed. This might well be the penalty of progress for it was here where many lessons were taught in such manner they were not easily forgotten.

Do we need more woodshed treatments?

An article on this subject follows:

#### WHILE THE GI'S DIE

Americans are dying in an effort to halt Communist aggression in South Vietnam.

Blood is flowing in defense of freedom against a relentless enemy.

Yet right here in Pennsylvania, some collegians are allegedly raising funds that would help the Communists of South Vietnam.

The students said they hoped to dramatize what they called American persecution of people fighting for their national independence, the Associated Press reported.

Attorney General Robert F. Kennedy has been asked to investigate the situation which has reportedly developed on nine campuses.

Somewhere, somehow this handful of collegians has slipped off the track.

When supposedly intelligent young men can equate "national independence" with Communist aggression, it is time for us to find out how their thought processes could become so warped.

The picture of GI's spilling their blood for freedom while fellow Americans raise funds for the opposition is difficult to acknowledge in a world half free and half slave.

(Mr. GOODLING asked and was given permission to revise and extend his remarks, and include an editorial.)

#### MARYLAND DEMOCRAT PRIMARY CONFIRMS LOU HARRIS BIAS

(Mr. HALL asked and was given permission to address the House for 1 minute, to revise and extend his remarks, and include an article.)

Mr. HALL. Mr. Speaker, the results of yesterday's Maryland Democrat primary prove conclusively that Lou Harris, and all who use his biased poll results including CBS News, have slandered the Republican Party by their previous allegations that the Governor Wallace vote in Indiana was the result of an 11- to 15-percent Republican crossover.

On May 14, I placed in the CONGRESSIONAL RECORD on page A2518 an exchange of correspondence between myself and Fred Friendly, president of CBS News. At that time, I challenged the CBS-Lou Harris conclusion that the increase in Democrat primary voters in 1964 over 1960 in Indiana came from Republicans who crossed over to vote. Though I make no claim as a political prophet, I said on May 14, that based on the reasoning expressed in Mr. Friendly's letter, a heavier turnout in the Maryland Democrat primary on May 19 would have to be attributed to "Republican crossovers" according to Mr. Harris' logic.

The facts are, Mr. Speaker, that 497,722 Democrats voted in yesterday's Maryland primary compared to 286,956 Democrats who voted in the 1960 Maryland Democrat primary. Thus, were it not for the known fact that Republicans are prohibited by law from voting in a Democrat primary in Maryland, Lou Harris, CBS, the Washington Post, and I assume NBC and ABC, would today be saying that the Wallace vote in yesterday's Democrat primary represented almost a 70 percent Republican crossover, using the same formula as was then followed to allege an 11 percent GOP crossover in Indiana.

This obvious inconsistency of the Lou Harris logic, plus the notable absence of any published Lou Harris prediction at all regarding the Wallace-Brewster race yesterday, clearly support my contention that CBS has allowed bias to be injected into its reporting of the 1964 political campaign by its use of a former employee of the Democrat National Committee and a Democrat assistant to the President. At the very least I believe the CBS ought to identify Mr. Harris' affiliation and affection for a particular political party so the public will not be under any false impressions when he speaks over the public airwaves.

I also insert into the RECORD at this point, an article in the May 11 issue of the Christian Science Monitor raising still another question about Mr. Harris' ethics, and also an article from the May 17 issue of the New York Times, raising a question about his ability.

I also want to stress, Mr. Speaker, that I have told Mr. Friendly of CBS News that I will insert any response that he wishes to make in reply to my letter of May 14. Thus far I have received none.

[From the New York (N.Y.) Times, May 17, 1964]

#### POLL TAKERS OFF TO SPOTTY START—ACCURACY HAS BEEN MIXED IN FIRST PRIMARY RACES

Professional news polling has got off to a shaky start in this election year when polls will be more extensively published, broadcast and alluded to than ever before.

Pollster forecasts can be checked with certainty only against election results. And in the major ballot-box tests to date—the Republican Presidential primaries in Oregon on Friday and in New Hampshire on March 10—one nationally syndicated pollster accurately predicted the winners, and another proved to be wrong both times.

Governor Rockefeller inadvertently pointed up the significance of professional news polls when he revealed yesterday that he first thought he would win in Oregon "when I read Sam Lubell's column."

He was referring to Samuel Lubell, who polls for the Scripps-Howard newspapers.

In his final Oregon primary report last Tuesday Mr. Lubell forecast a "surprise" and "perhaps even an upset" by Governor Rockefeller.

Mr. Lubell, who flatly predicts or "indicates" probable winners, but does not forecast vote percentages, also foretold the upset in New Hampshire where Ambassador Henry Cabot Lodge confounded political experts by sweeping the primary as a write-in candidate.

On the other hand, Louis Harris, another nationally published election forecaster, missed the actual result by wide margins in both States.

Mr. Harris, formerly confidential political pollster for President Kennedy, Mayor Wagner and others, now is conducting a news poll for the Los Angeles Times syndicate.

The pre-Oregon Harris Poll, published Thursday, reported: "Ambassador Henry Cabot Lodge appears assured of victory over five opponents."

Mr. Harris predicted Mr. Lodge would win with 35 percent of the vote; Governor Rockefeller would be second, with 24 percent; former Vice President Richard M. Nixon would be third, with 21 percent; Senator Barry Goldwater, of Arizona, would be fourth, with 16 percent; and Senator Margaret Chase Smith, of Maine, and Gov. William W. Scranton, of Pennsylvania, would trail in fifth and sixth place.

In the actual Oregon vote, however, Governor Rockefeller won with 33 percent of the votes; Mr. Lodge was second, with 27 percent; Senator Goldwater third, with 18 percent, and Mr. Nixon fourth, with 17 percent. Mrs. Smith and Mr. Scranton did trail badly.

Thus the Harris poll failed to predict the winner and missed Mr. Rockefeller's percentage of the vote by nine points.

That sizable error was an improvement, however, over Mr. Harris's forecasts in New Hampshire.

The election eve Harris poll, as reported in the New York Post and some 100 other newspapers, indicated a trend to Mr. Lodge, but predicted that Senator Goldwater would win, with 26 percent of the vote, and Mr. Lodge would tie Governor Rockefeller for second place, each getting 24 percent.

When the ballots were counted, Mr. Lodge turned out to be the victor. His total vote more than 35 percent of those cast—was 11 percent higher than the Harris forecast.

Mr. Harris and others have explained the reasons for the errors in a variety of ways, and there are likely to be more explanations in the weeks ahead.

In the modern public opinion polling profession an error of approximately 3 percentage points is considered reasonable because of flaws in the science of statistical sampling by which a cross-section of the voting population is selected to be questioned by the pollsters.

The Harris poll's miscalculations as to the vote in Oregon and New Hampshire are somewhat larger than that of the Gallup poll in 1948, but slightly under the celebrated mistake of the Literary Digest poll in 1936.

In the Truman-Dewey election of 1948, all national pollsters missed the mark by forecasting victory for Governor Dewey. The Gallup poll's margin of error was a bit under 5 percent.

The Literary Digest poll in 1936 forecast Gov. Alf M. Landon's election over President Roosevelt by a landslide. Mr. Roosevelt thereupon won by the biggest majority in modern times.

Dr. Gallup, Mr. Lubell, Elmo Roper and other national news pollsters in the 1960 Presidential contest predicted the unusually slim vote margin between President Kennedy and Mr. Nixon with remarkable accuracy.

All forecasts were within 1 percentage point of the result.

The Gallup poll reports only on a national and regional basis, and does not sample opinion in State contests. Therefore it offered no predictions in the Oregon and New Hampshire primaries.

Mr. Roper, like Dr. Gallup, dean of modern professional polling, is not yet conducting a news poll of the 1964 campaign.

It was noted yesterday that the most accurate poll in Oregon was a nonprofessional survey by Zan Stark of United Press International's Oregon bureau. After a poll of members of the State Legislature, he predicted on March 24 that Governor Rocke-







# Digest of CONGRESSIONAL PROCEEDINGS

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued May 22, 1964  
For actions of May 21, 1964  
88th-2nd, No. 102

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HIGHLIGHTS: House subcommittee voted to report bill to increase durum wheat allotments in Tulare, Calif. House Rules Committee deferred action on food marketing commission bill. House Rules Committee reported pay bill. Rep. Dawson inserted AID Administrator's address praising agriculture and Public Law 480 projects in foreign aid. Rep. Cleveland charged government "neglect" of woolen industry while helping cotton industry. Rep. Frelinghuysen inserted minority staff's analysis and commentary on poverty bill. Rep. Cooley praised Rep. Cannon's work for agriculture. House passed independent offices appropriation bill. Sen. McGee reviewed conflicts in statistics on beef imports. Sen. Nelson and Rep. Kastenmeier introduced and Sen. Nelson discussed dairy bill.

### SENATE

1. BEEF IMPORTS. Sen. McGee expressed concern that statistics had been "presented to show when the President said there was a reduction in imports of beef that actually there had been increases in the imports of beef," and explained why there may be conflicts in statistics on beef imports because of statistics gathered and published by both this Department and the Bureau of the Census.  
p. 11192



2. FOREIGN TRADE. Sen. Jordan, Ida., expressed concern over possible adverse effects of the GATT trade negotiations on the economy of Ida. and inserted his letter to Christian A. Herter suggesting actions our trade negotiators take to protect our domestic industry, including agriculture and forestry. pp. 11193-4  
Received from the Export-Import Bank a report on shipments to Yugoslavia insured by the Foreign Credit Insurance Association and the Export-Import Bank under the short term export credit insurance program, for April 1964. p. 11166
3. DISASTER RELIEF. Sen. Gruening urged that the Small Business Administration lower the interest rate on loans to Alaskan earthquake disaster victims and inserted an AFL-CIO statement in support of his position. pp. 11170-1
4. APPROPRIATIONS. Received from the President a proposed supplemental appropriation in the amount of \$949,064, to pay claims and judgments rendered against the United States; to Appropriations Committee. p. 11166
5. CIVIL DEFENSE. Sen. Young, Ohio, spoke against the appropriations asked for civil defense for the coming year and inserted an editorial, "The Mess in Civil Defense." pp. 11174-75
6. POVERTY. Sen. Yarborough stated that education is "so important a part of a longrange solution to the elimination of poverty" and inserted an article in support of his belief. p. 11191
7. RECREATION. Sen. Pearson commended several rural communities in Kansas for taking steps to establish recreational areas of "great potential" and inserted an editorial commending Farmers Home Administration loans for this purpose. pp. 11191-2
8. CIVIL RIGHTS. Continued debate on H. R. 7152, the civil rights bill. pp. 11194, 11205-15, 11217-22, 11238
9. SCIENCE; RESEARCH. Received nominations of eight persons to be members of the National Science Board, National Science Foundation. p. 11238
10. FARM INCOME. Sen. Proxmire expressed concern over the level of farm income, stated that the consumer could spend less of his income on food because of the efficiency of the farmer, and inserted a radio broadcast contending that farm income was "too low now by several billions of dollars a year." p. 11172

#### HOUSE

11. FOOD MARKETING; PUBLIC LAW 480. The Rules Committee deferred action on H. J. Res. 977, to establish a National Commission on Food Marketing, and on H. Res. 727, to grant additional travel authority to the Agriculture Committee for a study of the Public Law 480 program. p. D401
12. WHEAT. The Wheat Subcommittee of the Agriculture Committee voted to report to the full committee H. R. 10708, to provide for increased wheat acreage allotments in the Tulalake area of Calif. pp. D400-1
13. PAY. The Rules Committee reported a resolution for the consideration of H. R. 11049, the Federal employees' pay bill (p. 11328). Rep. Gross questioned the nonscheduling of the pay bill for the consideration of the House for next week (p. 11312).

As reported, this bill includes provisions as follows: Increases the rates



of compensation of positions in the Executive, Legislative, and Judicial Branches. Establishes a Federal executive salary schedule divided into six salary levels. Establishes the rate of compensation of \$32,500 for level I for Cabinet offices. Establishes the rate of compensation of \$30,000 for certain level II offices. Establishes the rate of compensation of \$29,000 for level III offices, including the Under Secretary of Agriculture. Authorizes the President to place offices and positions as he deems appropriate in levels IV, V, and VI, at rates of compensation of \$28,000, \$27,000, and \$26,000, respectively, including assistant secretaries and general counsels of executive departments, heads of certain agencies and bureaus, and deputy heads of large agencies in level IV, heads of principal services in level V, and heads and board members of smaller agencies and deputy heads of other agencies in level VI. Changes the title of Administrative Assistant Secretary to Assistant Secretary for Administration. Provides that rates of compensation of ASC county committee employees shall be increased to correspond, as nearly as possible, with increases provided for classified employees. Increases from 9 to 10 the number of within-grade rates for grades GS-11 through GS-15, and from 5 to 9 the number of within-grade rates for grade GS-16. Authorizes the appointment of individuals at a rate above the minimum of the grade in grades GS-13 and above in special circumstances. Provides that the salary-fixing authority of heads of departments may not be used to fix rates in excess of the highest rate for grade GS-18. Requires Federal agencies to absorb, for fiscal year 1965, not less than 10 percent of the aggregate amount of the pay increases. Provides that pay increases for Members of Congress shall become effective at noon on January 3, 1965, and that other increases provided in the bill shall become effective on the first day of the first pay period after enactment, except that no salary shall be increased to more than \$22,000 until the first pay period beginning after January 1, 1965.

14. PERSONNEL UTILIZATION. Rep. Henderson praised the "teamwork of management and employees throughout the Government," and noted Administrative Assistant Secretary Robertson's statement on increased employee productivity in AMS. pp. 11324-5
15. FOREIGN AID. Rep. Dawson inserted the AID Administrator's address praising agricultural work overseas and Public Law 480 programs. pp. 11322-4
16. AREA REDEVELOPMENT. Rep. Flood inserted the ARA Deputy Administrator's speech recommending the use of ARA to aid in the programs against poverty and for more jobs. pp. 11320-2
17. PRICES. Rep. Dent spoke in support of the "quality stabilization" bill as being "antimonopoly and supplemental to our Nation's antitrust laws." pp. 11312-6
18. WOOL; COTTON. Rep. Cleveland charged the Federal Government with "neglect" of the woolen industry while giving aid to the cotton industry. p. 11307
19. FOREIGN TRADE. Rep. Curtis stated that tariffs, as the chief means of protecting agricultural and nonagricultural industries, are now less significant in restricting imports and inserted an article, "Farm Commodity Exports and International Trade Policies." pp. 11303-7
20. ECONOMY. Rep. Curtis inserted articles "calling attention to the dangers of economic instability arising from the administration's highly expansionary economic policies." pp. 11302-3



21. CANNON EULOGIES. Several Representatives eulogized Rep. Cannon for his service to his country as a teacher, lawyer, author, parliamentarian, legislator, and statesman, with special praise for his fiscal responsibility as Chairman of the Appropriations Committee (pp. 11247-75). Rep. Cooley called him one of the great champions of agriculture and of farm families of the country and inserted excerpts from Rep. Cannon's recent statement before the Credit Subcommittee of the House Agriculture Committee in behalf of conservation of soil and water resources (pp. 11268-9).
22. PERSONNEL; AWARDS. Rep. Nelsen inserted his previous statement objecting to a distinguished service award being given to the ASCS Administrator, and excerpts from the hearings in the Billie Sol Estes investigation to support his claim that the Administrator "coached witnesses." pp. 11290-1
23. POVERTY. Rep. Frelinghuysen inserted an Education and Labor Committee minority staff analysis and commentary with respect to H. R. 10440, the poverty bill, describing it as largely duplicative of programs already being carried forward by the Federal Government and containing tables showing amounts of money budgeted for various federal programs including those administered by this Department. pp. 11291-3
24. PROCUREMENT. Rep. Curtis inserted a Harvard Business Review article critical of the government's procuring process and stated that the issue posed by the article is that unless congressional controls are instituted, industry will have to continue to accept whatever encroachments the executive branch decides to make upon management decision and control. pp. 11297-02
25. INDEPENDENT OFFICES APPROPRIATIONS, 1965. Passed with amendment this bill, H. R. 11296 (pp. 11239-47, 11276-90). Agreed to an amendment by Rep. Harris, 59 to 56, to require the continuation, for 12 months, of domestic flight service stations which provide weather information to airplanes used by farmers (pp. 11280-7).
26. EDUCATION. Rep. Conte inserted an address urging that the building of education, health, and welfare services in our communities be directed toward a common goal, including vocational education and poverty services. pp. 11317-9
27. MARKETING. Rep. McDowell criticized the closing of supermarkets serviced by Baltimore, Md., warehouses in Md. and Del. pp. 11326-7
28. USER CHARGES; INSPECTION STANDARDS. Received from this Department a proposed bill to repeal the Grain Standards, Wool Standards, Standard Containers, Naval Stores, and Tobacco Seed Export Acts; to Agriculture Committee. p. 11328
29. TRANSPORTATION. The Rules Committee reported a resolution for consideration of H. R. 3881, to authorize the Housing and Home Finance Administration to provide additional assistance for the development of comprehensive and coordinated mass transportation systems in metropolitan and other urban areas. p. 11328
30. LEGISLATIVE PROGRAM. Speaker McCormack announced that the military construction appropriation bill will be considered Tues., and that H. R. 4198, free importation of instant coffee, and H. R. 10465, free importation effects under Government orders, will be considered on Wed. p. 11312
31. ADJOURNED until Mon., May 25. p. 11327



CONSIDERATION OF H.R. 11049

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MAY 21, 1964.—Referred to the House Calendar and ordered to be printed

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Mr. YOUNG, from the Committee on Rules, submitted the following

REPORT

[To accompany H. Res. 733]

The Committee on Rules, having had under consideration House Resolution 733, report the same to the House with the recommendation that the resolution do pass.





# House Calendar No. 238

88TH CONGRESS  
2D SESSION

## H. RES. 733

[Report No. 1423]

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### IN THE HOUSE OF REPRESENTATIVES

MAY 21, 1964

Mr. YOUNG, from the Committee on Rules, reported the following resolution;  
which was referred to the House Calendar and ordered to be printed

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## RESOLUTION

1       *Resolved*, That upon the adoption of this resolution it  
2 shall be in order to move that the House resolve itself into  
3 the Committee of the Whole House on the State of the  
4 Union for the consideration of the bill (H.R. 11049) to  
5 adjust the rates of basic compensation of certain officers and  
6 employees in the Federal Government, and for other pur-  
7 poses. After general debate, which shall be confined to the  
8 bill and shall continue not to exceed four hours, to be equally  
9 divided and controlled by the chairman and ranking mi-  
10 nority member of the Committee on Post Office and Civil  
11 Service, the bill shall be read for amendment under the  
12 five-minute rule by titles instead of by sections. At the



1 conclusion of the consideration of the bill for amendment,  
2 the Committee shall rise and report the bill to the House  
3 with such amendments as may have been adopted, and the  
4 previous question shall be considered as ordered on the bill  
5 and amendments thereto to final passage without interven-  
6 ing motion except one motion to recommit.

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**RESOLUTION**

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Providing for consideration of H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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By Mr. YOUNG

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MAY 21, 1964

Referred to the House Calendar and ordered to be printed







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued June 12, 1964  
For actions of June 11, 1964  
88th-2nd; No. 117

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| Disaster relief.....8     | Marketing orders.....23    | Vehicles.....22         |

HIGHLIGHTS: House passed pay bill. House committee reported measure for temporary extension of housing loan program for rural elderly. House subcommittee voted to report bill to aid Alaska reconstruction. House committee reported public works appropriation bill. Rep. Conte demanded names of mills receiving subsidies under cotton program. Rep. Talcott criticized area redevelopment program. Rep. Lipscomb criticized increased trade with Communist nations. Senate subcommittee approved road authorization bill.

## SENATE

1. MUSHROOM INDUSTRY. Received a Pa. Senate resolution urging action to protect the declining domestic mushroom industry. p. 12954
2. EXPENDITURES; PERSONNEL. Received from the Joint Committee on Reduction of Non-essential Federal Expenditures a report on Federal employment and pay for April 1964. pp. 12954-7
3. ROADS. A subcommittee of the Public Works Committee approved for full committee consideration with amendment H. R. 10503, the road authorization bill, which includes authorizations for forest highways and forest development roads and trails for the fiscal years 1966 and 1967; and S. 1593, to authorize funds for the planning of the Great River Road along the Mississippi Valley. p. D460
4. CIVIL RIGHTS. Continued debate on H. R. 7152, the civil rights bill. pp. 12960-64, 12968-71, 12973-97, 12999-13033.

HOUSE

5. PERSONNEL; PAY. By a vote of 243 to 157, passed with amendments H. R. 11049, the Federal pay increase bill (pp. 13035, 13036-74). See Digest 102 for a summary of items of interest to this Department.

Agreed to an amendment by Rep. Udall to provide for automatic adjustment of the salaries of Members of Congress, Cabinet officers, and certain other top Government officials when other Federal salaries are adjusted in the future. pp. 13070-2

Rejected the following amendments:

By Rep. Latta, to strike out the title providing for pay increases for the legislative branch. p. 13064

By Rep. Sikes, to provide that the salary increases, except for Members of Congress and certain other top officials, shall become effective Jan. 1, 1965, rather than the first pay period which begins on or after date of enactment of the bill. pp. 13072-3

By Rep. Findley, 60 to 162, to provide that the salary increases shall not become effective until Federal receipts exceed Federal expenditures. pp. 13073-4

6. HOUSING; LOANS. The Banking and Currency Committee reported without amendment H. J. Res. 1041, to extend for 90 days, until Sept. 30, 1964, the Farmers Home Administration program of insured rental housing loans for the elderly in rural areas (H. Rept. 1472). p. 13096
7. APPROPRIATIONS. The Appropriations Committee reported H. R. 11579, the public works appropriation bill for fiscal year 1965 (H. Rept. 1479) (p. 13097). The "Daily Digest" states that the Rules Committee granted a rule waiving points of order on title III of this bill (p. D462).
8. ALASKA; DISASTER RELIEF. The Subcommittee on Territorial and Insular Affairs of the Interior and Insular Affairs Committee voted to report to the full committee H. R. 11438, to amend the Alaska Omnibus Act so as to provide assistance to Alaska for the reconstruction of areas damaged by the recent earthquake and subsequent seismic waves. p. D461
9. CIVIL DEFENSE. The "Daily Digest" states that the Rules Committee granted an open rule on H. R. 10314, to amend the Federal Civil Defense Act so as to extend for four years, until June 30, 1968, the program of financial assistance to States for civil defense activities. p. D462
10. AGED; COMMUNITY SERVICES. The Education and Labor Committee reported with amendment H. R. 10088, to provide assistance in the development of new or improved programs to help older persons through grants to States for community planning and services (H. Rept. 1477). p. 13097
11. INFORMATION; ARTS. The Education and Labor Committee reported with amendment H. R. 9586, to provide for the establishment of a National Council on the Arts to assist in the growth and development of the arts (H. Rept. 1476). p. 13097
12. COTTON. Rep. Conte stated that "20 cotton mills have received subsidies of \$20,068,060 under the so-called cotton stabilization program," that he was "overwhelmed by the fact that Secretary Freeman refused to announce the names of the firms receiving these handouts," and demanded that the Secretary disclose this information. pp. 13084-5



# House of Representatives

THURSDAY, JUNE 11, 1964

The House met at 11 o'clock a.m.  
The Chaplain, Rev. Bernard Braskamp, D.D., offered the following prayer:  
*I Corinthians 2: 5: That your faith should not stand in the wisdom of men, but in the power of God.*

Infinite and eternal God, in this new day may our hearts go out to Thee in a longing to be blessed with a vital and vivid experience of Thy presence and power.

May our fellowship with Thee be more intimate, more personal and satisfying, delivering us from all feelings of fear and frustration, of doubt and despair.

Grant that the thoughts of our minds and the meditations of our hearts may move out toward the far horizons of faith and hope.

We pray that the world with its apparent moral and spiritual apathy and indifference may realize that there is no escape from all miseries and disappointments until Thy spirit is enthroned in the life of man.

Inspire us to think and plan in terms of humanity and with a vision of the love of God for all mankind.

Hear us in Christ's name. Amen.

## THE JOURNAL

The Journal of the proceedings of yesterday was read and approved.

## CIVIL RIGHTS

(Mr. SELDEN asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. SELDEN. Mr. Speaker, what extremist civil rights leaders have threatened would be a summer of racial violence and tension obviously has begun in Tuscaloosa, Ala.

The demonstrations of recent days furnish additional warning to the country, if any were needed, that civil rights extremists pose a growing threat to every American community.

Let me say again, as I have said in the past, that those who believe that passage of the so-called civil rights legislation will appease the mobs in the streets of Tuscaloosa or Chicago or New York are badly mistaken. In fact, passage of such legislation will inevitably lead to even greater demands and excesses on the part of irresponsible leaders of the civil rights movement, whose only aim is the extension of their own personal power.

Faced with this latest challenge to law and order, the law enforcement officials of Tuscaloosa again have handled an extremely difficult task in a way that does credit to their community and the entire State of Alabama.

## FEDERAL EMPLOYEES PAY RAISE BILL

(Mr. ROUSH asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. ROUSH. Mr. Speaker, I regret that the Federal employees pay raise bill has come to the floor on such short notice. Taking into account the previously announced schedule I have made commitments which cannot now be broken. This makes it impossible for me to be here for the final vote on this bill. I want to announce, however, that because of the changes which have been made in the bill since it was last considered it has been my intention to support it. If we are to expect the highest type service and performance from our Federal employees then we must be ready to pay salaries which are in line with those in the private sector of our economy. I have great respect for the postal workers and the other Federal employees. I have every confidence that these fine people will honor the faith we are reposing in them and will live up to the high standards of performance and conduct which has been a part of the history of Federal service. I am confident that this pay increase will result in a more efficient operation of our Government. I am not in full sympathy with that portion of the bill which deals with increasing congressional salaries; however, it involves less than 1 percent of the total increase. The lowering of the amount from that previously considered and making the effective date in January of 1965 makes it somewhat more acceptable.

## CALL OF THE HOUSE

Mr. HALL. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. ALBERT. Mr. Speaker, I move a call of the House.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 154]

|              |               |               |
|--------------|---------------|---------------|
| Abele        | Diggs         | Long, La.     |
| Ashmore      | Dorn          | Long, Md.     |
| Auchincloss  | Dowdy         | McIntire      |
| Baring       | Evins         | May           |
| Bass         | Forrester     | Miller, N.Y.  |
| Battin       | Frelinghuysen | Osmer         |
| Bolling      | Fulton, Tenn. | Pepper        |
| Boiton       | Gray          | Powell        |
| Oliver P.    | Green, Oreg.  | Rains         |
| Bromwell     | Gurney        | Roberts, Ala. |
| Bruce        | Healey        | Sheppard      |
| Buckley      | Jones, Ala.   | Shipley       |
| Burton, Utah | Karth         | Thompson, La. |
| Celler       | Kee           | Toll          |
| Clark        | Kilgore       | Winstead      |
| Clausen      | Knox          | Wright        |
| Don H.       | Lloyd         |               |

The SPEAKER. On this rollcall 381 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

## INCREASE IN GOVERNMENT SALARIES

(Mr. BERRY asked and was given permission to address the House for 1 minute.)

Mr. BERRY. Mr. Speaker, the House is about to take the most stupid step it has taken in many years. How, just how, can we take action in May to legislate the price of wheat down from \$2 to \$1.72 and then in June legislate our own salary up from \$22,500 to \$30,000?

## JOURNALISTIC RESPONSIBILITY

Mr. GUBSER. Mr. Speaker, yesterday an Associated Press story filed by Stanley Meisler crossed over into the area of journalistic irresponsibility.

In reporting an adverse Navy report on my bill, House Congressional Resolution 206, to express the thanks of the American people to Drs. Ross Gunn and Philip Abelson for their part in developing nuclear propulsion for submarines, Mr. Meisler quoted me as saying the following about Adm. H. G. Rickover: "I admire the old so-and-so."

Mr. Speaker, this is not the truth and I herewith demand a retraction from Associated Press.

The reporter did not talk with me prior to using this quotation. In fact, I have not talked with him in several months. When he did last talk with me, I referred to Admiral Rickover in a completely respectful manner. At no time did I refer to the admiral as an "old so-and-so."

But my greatest concern over the unfortunate Associated Press article is not that I have been misquoted. I am more concerned that a wrong impression of two fine scientists, Drs. Gunn and Abelson, may have been left in the minds of millions of readers.

For the record I want it known that when I introduced my resolution, I had never met, talked with, nor corresponded with Dr. Gunn or Dr. Abelson. I still have not had any contact with Dr. Abelson and have met Dr. Gunn only briefly. At no time has either of the two men asked me to do anything for him, nor encouraged passage of my resolution. They have not asked for thanks. Rather I have determined that they deserve thanks.

The Navy report begs the question and is not accurate. In due time and in my own manner, I shall prove this point.



In the meantime, it should be remembered that Admiral Rickover is not at issue. He has been justifiably commended for the important role he has played in developing the nuclear submarine and I have joined in that commendation. Certainly the statement of historical facts which occurred before Captain Rickover joined the nuclear propulsion program cannot and should not minimize what Captain Rickover did after 1946.

It is unfortunate that an unethical reporter in his desire to write sensationally at the expense of honesty has tried to ascribe an ulterior motivation to my resolution and has brought Admiral Rickover into the controversy. It is unfortunate that this reporter's questionable ethics may have caused embarrassment to two great scientists who have done so much for their country.

#### MODERNIZATION OF FEDERAL SALARY SYSTEMS

Mr. YOUNG. Mr. Speaker, by direction of the Committee on Rules, I call up House Resolution 733 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

*Resolved*, That upon the adoption of this resolution it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes. After general debate, which shall be confined to the bill and shall continue not to exceed four hours, to be equally divided and controlled by the chairman and ranking minority member of the Committee on Post Office and Civil Service, the bill shall be read for amendment under the five-minute rule by titles instead of by sections. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit.

Mr. YOUNG. Mr. Speaker, I yield 30 minutes to the gentlewoman from New York [Mrs. ST. GEORGE], and pending that I yield myself such time as I may require.

(Mr. YOUNG asked and was given permission to revise and extend his remarks.)

Mr. YOUNG. Mr. Speaker, House Resolution 733 provides for consideration of H.R. 11049, a bill to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes. The resolution provides an open rule with 4 hours of general debate and further provides that the bill shall be read for amendment under the 5-minute rule by titles instead of by sections.

The purpose of H.R. 11049 is that postal and other Federal career employees shall be paid salaries comparable to salaries paid workers in private enterprise for comparable levels of responsibility, skill, and performance, and to partially remedy the serious inadequacies

in the Federal executive, congressional, and judicial salary structure.

Enactment of this legislation is imperative if the Congress is to abide by its obligation resulting from the enactment of Public Law 87-793. H.R. 11049 will fulfill that obligation and, in addition, establish reasonable, just, and meaningful relationships between postal and other career salary levels and the rates of compensation for positions of the highest executive, legislative, and judicial responsibility. The salaries attached to such legislative, executive, and judicial positions also are properly related in level as among all three branches of our Government.

Mr. Speaker, I urge the adoption of House Resolution 733.

Mrs. ST. GEORGE. Mr. Speaker, I yield myself such time as I may consume.

(Mrs. ST. GEORGE asked and was given permission to revise and extend her remarks.)

Mrs. ST. GEORGE. Mr. Speaker, House Resolution 733 makes in order the consideration of H.R. 11049, the Federal Salary Act of 1964.

Mr. Speaker, we had before us a short time ago in this present year a bill very similar to this which was defeated by a majority of 38 votes, which is quite a good majority.

Apparently there is a new technique in the Congress of the United States, and that is that if a bill that is desired by the administration or by certain powers that be does not pass the House it is brought back in a modified form, a little work is done on the outside, maybe some on the inside, and then the bill is passed.

We have been reliably informed that this bill will pass by a majority of 20 votes, which will necessitate quite a little changeover, which I have no doubt will be adequately taken care of.

There is great difference of opinion in some quarters.

There are those who do not think this bill is any better than the last one. In fact, there are some people, among others, some of the Federal employees and their representatives who do not even think this bill is as good as the last bill.

Mr. BROWN of Ohio. Mr. Speaker, will the gentlewoman yield?

Mrs. ST. GEORGE. I yield to the gentleman from Ohio.

Mr. BROWN of Ohio. I have asked the gentlewoman to yield because I know she is exceptionally well informed on this measure. She is a member of the legislative committee that handles this bill as well as a member of the Committee on Rules. I have asked the gentlewoman to yield for the purpose of reminding the House, as the gentlewoman knows, that just within the last few days the Committee on Rules has reported to the floor for action next week two other bills as well as this measure. Next Wednesday we will have before us a bill to extend for another year the Korean war emergency excise taxes as well as other excise taxes although the Korean war has been over for 11 years. We will also have on Thursday of next week, as I understand the legislative schedule, a bill to increase the national debt limit to an

alltime high of \$324 billion, so that we can borrow more money for deficit financing. Those two bills will come up after we are asked to vote on this particular measure which, of course, will carry a cost tag estimated at \$535 million per year.

I appreciate the gentlewoman yielding because I believe the House should have in mind before it considers this bill what the Members must pass upon next week in the way of legislation.

Mrs. ST. GEORGE. I thank the gentleman from Ohio for his contribution.

Mr. Speaker, I would like to read from a letter which many of you have received on this subject from one of the organizations of the Federal employees in which it is stated:

H.R. 11049 is a monstrous distortion of the comparability policy and an unjustified departure from the rule prescribed by the Congress for implementing that policy.

Then they proceed to say that in this particular this bill is not as good as the bill that was defeated on the floor of the House.

Mr. HALEY. Mr. Speaker, I make the point of order that the House is not in order. I would like to hear what the gentlewoman is saying.

The SPEAKER. The point of order is well taken. The House will be in order.

The gentlewoman from New York will proceed.

Mrs. ST. GEORGE. I do not blame the House for not listening, Mr. Speaker, because after all this is pretty well warmed over. They have all heard the arguments before and they are going to hear them again for 4 hours and they probably all know pretty well how they are going to vote now.

That is one of the unfortunate things about our system.

I would like to read you some words which appeared in the CONGRESSIONAL RECORD which some of you may have heard, which were delivered by a very distinguished Member of this House, the gentleman from Wisconsin [Mr. BYRNES], at the time we had our great tax bill in which we remitted \$11½ billion in taxes.

The gentleman from Wisconsin [Mr. BYRNES] had this to say at the end of his remarks, and I think it is good to remember those words now before we go out and vote more money on this particular occasion.

But let me conclude with this caution. In the face of a tax cut of \$11.5 billion, on top of a deficit of some \$10 billion for fiscal 1964, our risk is great. A minimal dose of inflation will offset billions in tax reduction. Our action today will be a cruel hoax on our retired citizens living on fixed incomes, on those who are buying life insurance, or Government bonds—including those of our States and municipalities. We rob all of these through inflation.

Our action today can bring about devastating inflation if we fail to use commonsense in our monetary policy—if business and labor fail to exercise an inflexible control over prices and wages, and if the Congress and the President do



not live up to their pledges of economy in Government.

If we pass this bill and then forget about the need to hold the line on spending, we will be inviting disaster. In voting for this bill, I hope each and every one of us binds himself to that provision that still remains in the bill as section 1—to a firm commitment against unnecessary spending.

So, after that and after hearing and applauding these remarks, we voted for the tax cut. We have come in ever since and we have added appropriations. We come in here today to do the same thing.

Much has been made of the congressional salaries. Of course, the congressional salaries are the most unimportant part of this bill. Their only import is that they are some sort of "political dynamite." In this bill it has been arranged that they will not take effect until 1965.

Mr. Speaker, it might have been far better if this bill had been laid over and taken up in the first weeks of 1965, to be passed then.

As for comparability, I have always felt that it was nonexistent to a great extent. On the other hand, the escalator clause, which I have always advocated, is now to a great extent in effect.

I understand that an amendment will be offered to this bill to put that into effect for the congressional and executive salaries as well.

Mr. Speaker, that is an excellent amendment, and I hope that when it is offered the House will subscribe fully to it. There is no reason why what is sauce for the goose should not be sauce for the gander. It is quite an obvious thing that it is an embarrassment to Members of this House and to Members of the other body to vote on their own salaries, whether up or down.

To return to the premise that when a bill has been defeated—and soundly defeated, if I may say so—it can be brought back with a few little changes—\$2,500 taken off the congressional salary—I do not believe that will make too much of a difference. Certainly it will make no difference to the people who oppose the bill, and certainly it will make very little difference to the people who are to receive it.

I feel, considering what happened to the old bill, now scrapped, H.R. 8986, that what applied then applies today and there is really no reason why the House should give this new bill a rule; although I am sure you will do it, I still believe that the rule should be defeated and that the House should go on to other business, to new business of increasing importance.

Mr. CURTIS. Mr. Speaker, will the gentlewoman yield?

Mrs. ST. GEORGE. I yield to the gentleman from Missouri.

Mr. CURTIS. I certainly commend the gentlewoman for her expressions and advice to the House to not adopt this rule. I would like to ask a question of the chairman of the committee.

On page 127 of the committee report are the minority views on H.R. 11049, in which there is stated, under the title "Highhanded Committee Procedure—

No Hearings Held," the subtopic "Legislation Too Important for No Hearings." I should like to know whether or not this is an accurate statement of the procedures; whether the Committee on Post Office and Civil Service held hearings in regard to this legislation.

Mr. MURRAY. Mr. Speaker, will the gentleman yield?

Mr. CURTIS. I yield to the gentleman from Tennessee.

Mr. MURRAY. That is erroneous. Hearings were held on the bill; extensive hearings.

Mr. CURTIS. The statement here is:

The last public hearing at which any person testified before the Post Office and Civil Service Committee on the subject of salary legislation was on October 15, 1963.

Is that a true statement?

Mr. MURRAY. If the gentleman will yield, that is correct.

Mr. CURTIS. All right. Let me go to the previous statement:

H.R. 11049 was introduced in the House on April 28, 1964. Copies of the bill were made available to the members of the committee the following afternoon, April 29. It was then made the order of business at an executive session of the Post Office and Civil Service Committee scheduled for 10 a.m. the next morning, April 30. When the committee finally convened at 10:35 a.m., a motion was immediately made to consider the bill and to dispose of it and all amendments thereto by 11:20 a.m. After brief and restricted debate the motion was voted up and there then remained approximately 30 minutes for the offering of amendments and for what should have been a full and complete discussion of a measure that in its 5 titles and 78 pages changes the salary rates for almost 2 million Federal employees. In ordering the bill reported, it took a rollcall vote, which prevailed by only a one-vote margin, to adopt an amendment giving those opposed to the bill sufficient time to express their views to the House in this minority report.

Is this a correct statement?

Mr. MURRAY. I do not think so.

Mr. CURTIS. What error was there? Was this bill considered by the Post Office and Civil Service Committee without any discussion, without any reading of it, and without any debate, which is the allegation here?

Mr. MURRAY. Why, certainly not. They had ample hearings on the bill.

Mr. CURTIS. You have already admitted your definition of "ample." If the gentlewoman will yield further, what I want to point out is I think this is a disgrace to the House of Representatives to consider a measure of this importance with this kind of preparation. We who are not on this committee have a right to be able to count on the committee to which this legislation has been referred to have conducted adequate hearings which will be available and to have adequate reports. This matter cannot be considered with any intelligence on the floor of the House in the light of the incomplete homework that has been done in this area. If the Congress and this House is simply to exist as a forum for pressures to be applied that have no relation to study and are simply pressures that are generated outside the Congress, we might just well be a house of delegates simply to conduct public opin-

ion polls instead of a deliberative body. I suggest to my colleagues that this is the essence of representative government that is thwarted by these kinds of procedures. I would not care whether one was for or against this bill or other legislation, but if this House, under this kind of leadership, continues in this fashion, gentlemen, I can tell you that representative government has gone from this country. I see there is some laughter over there on the Democratic side, but think well of what is being done here and what has been done previously in this House this year. We are very, very close to exactly what I have described—a major decline of representative government. I would suggest that we do vote this rule down and that the committee conduct the proper kind of studies and hearings so that the House can view this matter with some intelligence.

Mr. GROSS. Mr. Speaker, will the gentlewoman yield?

Mrs. ST. GEORGE. I yield to the gentleman from Iowa, a member of the committee.

Mr. GROSS. In response to the question asked by the gentleman from Missouri [Mr. CURTIS] I wish to state categorically that not one single witness appeared before the committee either for or against H.R. 11049. The minority asked that at a minimum the chairman of the Civil Service Commission and a representative of the Bureau of the Budget be called before the committee. We were denied any witnesses at all on this pending bill.

Mr. UDALL. Mr. Speaker, will the gentlewoman yield?

Mrs. ST. GEORGE. I yield to the gentleman from Arizona.

Mr. UDALL. I think this colloquy may have left a misleading impression. The authors of the minority views have chosen their words rather carefully, and what they have said here is probably true technically, but the subject of this very bill occupied this committee's time for nearly a full year. The committee took volumes of testimony on this bill. We have heard it and debated it and the whole House held hearings, in effect, with 2 days of debate back in March.

There is nothing unprecedented about bringing out a clean bill in a situation where a clean bill is indicated. This is not technically and strictly a situation where a clean bill is indicated, but clean bills have been voted out with 5 minutes of debate. This bill came out by a vote of 14 to 3. And it had bipartisan support in the committee. If these outrageous, unprecedented procedures had been used, I am sure the vote would have been different. The gentleman from Iowa, the gentleman from Michigan, and others who have opposed all legislation of this kind—our committee could hear testimony until the day of resurrection, and there still would not be enough consideration to satisfy them.

This bill was fairly and adequately considered for over a year. It is almost identically the same bill that we debated for 2 days in March. I cannot see that there is much substance to charges of this kind.

Mrs. ST. GEORGE. Mr. Speaker, I thank the gentleman for his contribu-



tion. But I would like to remind him that the bill he is telling us about, and the year of hearings that it had, was a bill that was defeated on the floor of this House by a majority of 38 votes.

Mr. JOHANSEN. Mr. Speaker, will the gentlewoman yield?

Mrs. ST. GEORGE. I yield to the gentleman from Michigan.

Mr. JOHANSEN. Mr. Speaker, I should like to add the further observation that what we are voting on here today is not the broad subject. We are voting on specific substance as written into this bill. As the gentleman from Iowa [Mr. GROSS] has said, and as I believe the gentleman from Missouri [Mr. CURTIS] has said, there are those who find provisions in this bill that are eminently unsatisfactory, persons who represent the employee unions themselves, and they are convinced that this is not the same old subject matter. This is different substance.

Mrs. ST. GEORGE. I thank the gentleman.

Mr. Speaker, I have no further requests for time and yield back the balance of my time.

Mr. YOUNG. Mr. Speaker, I yield 5 minutes to the distinguished Speaker of the House, the gentleman from Massachusetts [Mr. McCORMACK].

(Mr. McCORMACK asked and was given permission to revise and extend his remarks.)

Mr. McCORMACK. Mr. Speaker, the bill before us covers all Federal employees; postal employees, and other classified employees. It also provides increases for judges and other persons in the executive branch. There is a provision that the congressional increase of \$7,500 is to become effective in January of next year.

Mr. Speaker, when I first came to Congress, the salary of a Member was \$10,000. Throughout the years I frequently took the floor urging that the Members recognize the problems that confront them and that they bring about a justifiable increase in salary for Members of the Congress of the United States.

Some years ago I offered an amendment to increase the salaries of Members to \$22,500, long before the present level of salaries was reached. It was then subject to a point of order and a Member, exercising his rights under the rules, made the point of order. If the point of order had not been made it would have been before the House. In any event, I offered the amendment.

The last salary increases received by Members of Congress was in 1956. Since that time salary increases for postal employees have been approximately 41 percent and for other employees about 40 percent. Those increases were justified and we gave them to them.

Mr. Speaker, I doubt if there is any Member who feels, or very few Members who feel in their own mind, no matter how they are going to vote on this bill, but what Members of Congress are justified in an increase and to the increase specified in this bill.

Mr. Speaker, the problems now existent are more far reaching than ever before. We know what the cost of cam-

paigning is. Every one of us realizes the tremendous expenses involved in connection with campaigning. This has a relationship to salaries, although it is not an argument which I am making in relation to that question, because we are justified in the increase provided for in this bill.

However, Mr. Speaker, the thing that worries me is whether or not someday—and it is not in the remote future—that holding public office, particularly major office, is going to be confined to those of wealth. I believe a body like this should be representative of the people. I do not believe that those of sufficient wealth to hold public office should be excluded, but I regret to see the day when a situation exists in connection with the Congress of the United States or in connection with the elections which are held for Governor and to the U.S. Senate and other major offices, where only those holding and possessed of unusual wealth can undertake the burdens of conducting a campaign. That would be a sad day for our country for any particular segment of our society, because of unusual circumstances, to be able to dominate the legislative processes of our Government.

So, Mr. Speaker, I take the floor, talking impersonally, but with strong conviction to my colleagues, that the American people in the main recognize that Members of Congress are entitled to an increase in salary. The great majority of the American people realize that the last increase was some time ago. When they realize that the last increase was in 1956, and it has been 8 years since, there has been an increase, and at the same time being aware of the increase in the cost of living and the other problems confronting Members of the Congress of the United States and their families, they will realize that they are entitled to the increase provided for in this bill, which increase will take effect in January of next year.

Mr. Speaker, I have every confidence that the people of the congressional district which it is my honor to represent overwhelmingly recognize the justification for the provisions contained in this bill in connection with the Members of Congress and also the judges of our Federal courts.

Mr. Speaker, I am one of those who believes that judges' salaries should not be tied up with those salaries which are paid to the Members of Congress.

The SPEAKER pro tempore (Mr. MILLER of California). The time of the gentleman from Massachusetts has expired.

Mr. YOUNG. Mr. Speaker, I yield 2 additional minutes to the gentleman from Massachusetts.

Mr. McCORMACK. However, we recognize that historically these salaries are tied to the salary structure of the Congress of the United States and they cannot be separated.

Mr. Speaker, I am one of those who feels, because we do not want to increase our own salaries, that we should not increase the salaries of others where a case is made out. But, again, I recognize the historical factors and that one cannot

be separated from the other. Every one of us in our own mind admits that we are entitled to an increase in salary and that the judges are entitled to an increase in salary and that those occupying responsible positions in the executive branch of Government are entitled to a salary increase.

Mr. Speaker, also included in this bill is a salary increase for all Federal employees.

I take the floor at this time simply to place myself in the position of favoring the bill and urging that the rule be adopted and that the bill do pass.

Mr. YOUNG. Mr. Speaker, I have no further requests for time, and I yield back the balance of my time.

Mr. Speaker, I move the previous question.

The previous question was ordered.

The SPEAKER. The question is on the resolution.

The resolution was agreed to.

A motion to reconsider was laid on the table.

#### MODERNIZATION OF FEDERAL SALARY SYSTEMS

Mr. MURRAY. Mr. Speaker, I move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

The SPEAKER. The question is on the motion offered by the gentleman from Tennessee.

The motion was agreed to.

#### IN THE COMMITTEE OF THE WHOLE

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the consideration of the bill H.R. 11049 with Mr. HOLIFIELD in the chair.

The Clerk read the title of the bill.

By unanimous consent, the first reading of the bill was dispensed with.

Mr. MURRAY. Mr. Chairman, I yield myself such time as I might require.

Mr. Chairman, the committee bill, H.R. 11049, is almost unique in the history of your Post Office and Civil Service Committee in that it has the strong support of the President of the United States, all major organizations of postal and other Federal employees, great professional and business groups such as the American Bar Association and the American Bankers Association, and outstanding leaders in all fields of Government, industry, and research. The bill was reported from the Post Office and Civil Service Committee without amendment by a nearly five to one majority.

The purposes of this legislation are identical to those of our earlier salary bill, H.R. 8986, but this new bill is far less costly because it includes major economy provisions which were approved by the House during its consideration of H.R. 8986. The chief cost reductions are achieved in title I of H.R. 11049, which is substantially identical to the amendment I offered, and the House approved, to title I of the earlier bill.



H.R. 8986 as reported would have cost \$668 million. This bill (H.R. 11049) will cost \$533 million or a saving of \$135 million.

Title I of H.R. 11049 makes only three substantive changes in the language approved by the House when title I of the earlier bill was considered. One authorizes the Postmaster General, in certain cases where a postal employee who is senior in total postal service to another postal employee who is receiving a higher salary, to advance the senior employee in salary. Another corrects the present excessive gap between the top salary steps of PFS levels 6 and 8 by adding a new salary step 11 in PFS level 7. The third eliminates all fractions of a cent in the results of payroll calculations. These changes are improvements which, taken together, yield a net saving of \$12 million.

The most significant improvement in this bill, as compared with H.R. 8986, is a 25-percent reduction—from \$10,000 down to \$7,500—in the salary increases provided for Members of Congress, Federal judges, Cabinet officers, and immediate sub-Cabinet officers. These increases also will be postponed to January of 1965, whereas they would have been retroactive to January of 1964 under the earlier bill.

The total annual cost of the salary adjustments provided by H.R. 11049 will be \$533 million, an amount which is \$11 million less than the President's budget figure of \$544 million. The President has sent me word that he considers this bill one of the three most urgently needed legislative measures that he has recommended to the 88th Congress, and has strongly emphasized his personal support of its prompt enactment. I earnestly hope that this important bill will receive the approval of the membership of the House.

Mr. ALBERT. Mr. Chairman, will the gentleman yield?

Mr. MURRAY. I yield to the gentleman from Oklahoma.

Mr. ALBERT. Mr. Chairman, I desire to commend the distinguished chairman of the great Committee on Post Office and Civil Service. I had the honor of serving on his committee when I first came to Congress. The distinguished gentleman from Tennessee has always been a very conscientious legislator giving consideration to the problems of Federal employees and of the taxpayers of the country. He is a great American, and I am happy that he is opening the debate on this bill. I commend the gentleman, and I commend the gentleman from Louisiana [Mr. MORRISON], for his untiring efforts, and I commend all the members of the Committee on Post Office and Civil Service for bringing this bill to the House.

Mr. MURRAY. I thank the gentleman.

Mr. ALBERT. I want to join the distinguished gentleman from Tennessee and the Speaker of the House in urging again, as I urged when the salary bill was before the House previously, that the House unite in adopting this measure.

The gentleman's reference to the President of the United States brings to my mind the fact that the President has said repeatedly that getting and holding the type of men in responsible executive positions that he needs in this critical period and that any other President would need requires that this measure be adopted. The bill is budgeted and within the President's program.

I urge that the bill be passed without any crippling amendments.

Mr. MURRAY. I thank the gentleman for his very kind remarks.

(Mr. ALBERT asked and was given permission to revise and extend his remarks.)

Mr. WALLHAUSER. Mr. Chairman, I yield 5 minutes to the gentleman from New York [Mr. BECKER].

Mr. BECKER. Mr. Chairman, the last time this bill came up I voted wholeheartedly in support of the legislation. I do want to agree with my colleague and good friend from Missouri [Mr. CURTIS] when he said this is a deterioration of the process of representative government, when a bill is defeated and then later comes up in the same session to be voted on again. I think the timing of the bill last time might have been poorly arranged.

Nevertheless, I want to make this point. I have been in Congress for 12 years. The last time we had a pay increase, 1956, I supported not a \$7,500 increase but a \$10,000 or \$12,000 increase. I think the American people, as I have explained to them in my own district, understand the expenses of Members of Congress. I cannot understand how our Members can exist and carry on their functions, maintain two homes, travel back and forth, and make all the multitudinous contributions expected of men in public office, unless they have a private business, as I happen to have had and maintained for the past 35 years.

I say to you, my colleagues, that irrespective of the material benefits to our public employees it is about time the Members of the House vote the courage of their convictions and say to their constituents, "This is a matter that is vitally necessary if you expect us to carry on the job with a clear conscience, knowing that we can pay our expenses as we go, knowing that every 2 years we will have to run for election, knowing that we must travel back and forth to the primaries and elections and travel back and forth to our districts to see our constituents, which is a vital part of our legislative duties."

I hope that today the Members of the House of Representatives will stand up and vote for this bill, that they will vote for their own pay increases. I am only sorry that they did not leave the \$10,000 increase in the bill but reduced it to \$7,500, because this is going to make little difference in the public mind.

I am sorry, too, we have not had the benefit of the news media through the years and today to let the American people know just what are the expenses of a Member of Congress. If the American people knew the expenses of a Member of Congress they would be amazed.

There is not a Member of the House that I know of that can save a single dime out of his salary.

Let us remember this, that Members of Congress have to pay a large sum into their retirement funds. Many will not live, many will not be reelected, to benefit by that retirement payment. But our Judiciary do not pay a dollar into the retirement fund, they get their full salary while they live, and they do not have to be reelected and they do not have to maintain two homes.

So I say again to the Members of this House that I am going to be very happy to cast my vote for this bill, more particularly for the benefit of my colleagues in the House of Representatives, and I hope the bill will be passed. It will not benefit me as I am retiring as you know.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from Louisiana [Mr. MORRISON].

Mr. MORRISON. Mr. Chairman and members of the Committee, I would like at the very beginning to clear up one thing that may not be clear in the minds of Members as to the amount of time spent in hearings and consideration of this legislation. I have been in the Congress for 22 years. I have been on the Committee on Post Office and Civil Service from the day that that committee was created under the Reorganization Act. There has been no bill or no important legislation before our committee since its inception that was more thoroughly debated, more thoroughly gone into, with all witnesses for and against having an opportunity to testify. No witness who wanted to appear before our committee on this legislation was refused an opportunity to be heard and we heard witnesses week in and week out. We heard over 50 witnesses—some for and some against. No legislation that our committee has ever considered was more fully gone into than this particular legislation. I realize that the hearings did not suit those perhaps who were and are opposed to this legislation, but when you consider that our committee voted this bill out by a vote of 14-to-3, and when you consider that the matter was thoroughly taken up and discussed on every point and every subject for 2 days before the whole House and I think that any further discussion of it in our committee would certainly have been a waste of time and would have accomplished no useful purpose.

I want to commend the distinguished chairman of our committee for his dedication, tolerance, and patience in granting everybody time to be heard and in granting all witnesses ample opportunity to give their views on this legislation. I think the time has come when you will soon vote whether you are for the bill or against it.

This bill does not differ too much from the bill which was recently taken up here before the House in March. The amount of \$10,000 for executives' congressional and judicial salaries have been reduced to \$7,500. The date that it will go into effect is January 1, 1965. No Member of the Congress is neces-



sarily voting himself a pay raise because before he gets his pay raise, he will have to get elected to the Congress come next November and that applies also for Members of the other body, as well.

In the previous bill the classified and postal pay increases went into effect retroactively last January. That has been changed so that the classified and postal pay increases go into effect on the first pay day after the enactment of this legislation.

With a few other minor changes, that is just about the difference between the bill which was thoroughly discussed on the floor and the bill which is before us today.

I certainly urge each and every member of this Committee to consider the facts. Whereas we as Members of Congress have not had a pay raise since 1956, postal employees and classified employees have had something like 4 or 5 salary increases, of about 40 percent. Members, I am sure, realize that it may be 10 years or even 15 years before another congressional pay raise will ever come before this House for consideration again.

Mr. Chairman, the President of the United States in his letter of March 17, 1964, to the Speaker of the House of Representatives, the Honorable JOHN W. MCCORMACK, and in many public statements since that time, urged in the strongest possible language the favorable consideration of legislation to increase pay levels of Government employees and officers.

The President stated in his letter of March 17 that every cent of the \$533 million annual cost of the pay increases is included in the budget for fiscal year 1964. The President's letter is quoted in full on page 2 of our committee report and I urge each Member here today to reread that letter. I am sure most of us will agree with the urgency attending the consideration of this legislation. I am in favor of all possible economy in Government and likewise.

I support this determined drive for economy in the Government. In order to reach this goal of economy first-class managers are needed who can tighten organizations, simplify procedures, trim waste, and inspire maximum effort.

There is no question in my mind that it is false economy to offer salaries that will attract the mediocre and repel the talented. This false economy applies whether the low salaries are in the top executive levels or in the lower levels of our dedicated postal and other career employees.

Private industry, universities, and most local governments already have learned this lesson of false economy. It is now time for the Federal Government to recognize such policy of false economy and take corrective action as recommended in this legislation.

Salary adjustments for postal and other career employees under the comparability policy established by the Congress in the Federal Salary Reform Act of 1962, Public Law 87-793, depend entirely on a just and equitable alignment of salaries for the top executives and for Members of Congress as urged by the

Randall report as well as provided for in the Committee bill. Unless the compression on the top-level rates is removed, we cannot expect to be able to follow the principle of comparability for career employees.

This legislation is designed in the light of action taken by the House of Representatives in its consideration of H.R. 8986 last March. It is based on the conviction of the overwhelming majority of our committee that the Members of the House will consider favorably and approve legislation providing fair and equitable increases for officers and employees of the Federal Government and for Members of Congress.

The purposes and the principles of this legislation are identical to those of our earlier committee bill, H.R. 8986. There are differences, however, in some important technical aspects.

The amount of the increases is \$7,500 instead of \$10,000 for Members of Congress, Federal judges, and Cabinet and immediate sub-Cabinet officers. These increases will become effective in January 1965.

No salary rate for any officer or employee will be increased to a rate above \$22,000 until January 1965.

The salary rates for officers of the House of Representatives are increased by amounts similar to increases for Classified Act employees. There are no special rates for these officers.

The rates of compensation of the members of regulatory boards and commissions are specifically fixed and are not subject to Presidential salary fixing authority.

The total annual cost of H.R. 11049 is approximately \$533 million and is substantially below the cost of H.R. 8986 and below the amount of \$544 million already included in the budget for fiscal year 1965.

Mr. Chairman, H.R. 11049 represents the first annual review of Government pay levels under the Federal Salary Reform Act of 1962. The 1962 act established a modern salary policy of comparability based on the principle that Federal career salaries should be comparable to the salaries paid workers in private enterprise for substantially equal levels of responsibility.

Title I of H.R. 11049 provides the first of the comparable salary increases for postal and other career employees as contemplated by the 1962 act.

I would like to emphasize that the comparability principle applies to career levels only. It does not apply and never was intended to apply to the executive or management levels above GS-15. Title I of this legislation represents a major step forward in providing salary rates for the four major statutory career salary systems reasonably comparable to the rate for substantially equal responsibilities in private enterprise. We recognize that current comparability is not obtained in the middle and higher career levels.

Full comparability at this time would skyrocket the annual cost of this bill to \$900 million, far beyond the \$544 million currently budgeted for the fiscal year 1965. The \$533 cost of our bill was

geared to stay well below the current budget figures.

Title I of the bill guarantees a minimum 3 percent salary increase for the postal and other career Federal employees in the lower grades. The maximum dollar increase will be \$4,500 in the highest grade and levels. The average increase for the 375,000 letter carriers and postal clerks is \$340 each or an increase of approximately 6.7 percent. Similar increases are provided for employees in other services who are in related grades or levels. Agricultural stabilization and conservation county committee employees will receive salary increases equal to those granted Classification Act employees in comparable grades and levels of responsibility.

Title I of the bill also includes the very important reforms recommended by the Postmaster General in the system of fixing salaries of postmasters. Postmasters at fourth-class offices will have their pay fixed in proportion to the annual salary rates of PFS level 5 in accordance with the relationship of their hours of duty to full time service. The bill will discard the archaic system of measuring salaries of postmasters in terms of the dollars of revenue received in their post offices. That system is completely outmoded and will be replaced under this bill by a new, realistic, and effective system which balances and gives proper weight to all factors entering into the conduct of post offices and the levels of duties and responsibilities of the postmasters.

Titles II, III, and IV of the bill include increases in the statutory salary levels for Members of Congress, Cabinet, and sub-Cabinet officers, Federal judges, and other officials in the legislative and judicial branches of the Government.

Titles II and IV also include salary adjustments for other legislative and judicial employees which are comparable in amount to the increases provided by title I for Classification Act employees. This conforms to the historic policy of our committee and of the House in adjusting rates of compensation for judicial and legislative employees, followed in 1955, 1958, 1960, and 1962.

Less than 1,500 offices and positions are concerned in the congressional, executive, and judicial salary provisions at the aggregate cost of only \$12 million, slightly over 2 percent of the total cost of the bill. As I have indicated, the proposed salary increases for these highly responsible officers are the key to a sound, rational, and effective salary system, as well as the key to a sound, economical and efficient operation of our Government. Without the long-overdue salary modernization provided in this bill, management in the Government will be at a severe disadvantage in responding to the critical requirements of our national defense and other major public programs.

The reliance of postal and other career Federal employees on the Congress for fair salary treatment depends heavily in the final analysis on the levels of executive, judicial, and congressional salaries.

The points I have noted are those which I believe to be of paramount im-



portance and concern so that the membership of the House will be fully informed as to the principles of our committee bill and of the necessity for its early enactment. I earnestly hope that this worthy legislation will receive approval of the House of Representatives here today. I urge favorable consideration of this bill.

(Mr. MORRISON asked and was given permission to revise and extend his remarks.)

Mr. CORBETT. Mr. Chairman, I yield 10 minutes to the gentleman from Virginia [Mr. BROYHILL] a former member of the committee.

Mr. BROYHILL of Virginia. Mr. Chairman, nearly 2 million American citizens who have chosen to serve their Government look to us this afternoon to fulfill the promise and commitment we made to them in 1962 that, by so serving their Government, they should not be required to suffer economic discrimination. H.R. 11049 should be approved promptly. It has been delayed much too long.

The salary-fixing authority which is lodged here in the Congress is not always the most pleasant for us to discharge. For reasons that I have never been able to fully comprehend it seems that every time we legislate in the field of Federal salaries, or for that matter in the field of any beneficial employee legislation, we must continually travel down the thorny path of endless controversy.

Two years ago we thought we had found a solution to this recurring problem. We adopted here in this Chamber the very sound and enlightened policy that salaries paid to our Federal employees should be as comparable as possible to the salaries paid to employees in private industry for the same types of work. We discarded completely the old concept of adjusting Federal salaries pretty much in an amount corresponding to the degree of pressure exerted or on the basis of what the traffic would bear at the moment. Instead, we created the means and the machinery to adjust salaries in the future in an atmosphere of responsible deliberation and on a sound and orderly basis.

It is most regrettable, in my opinion, that on this first test of whether we will honor the promise and principle of comparability, we have not been able to do so without again getting bogged down in controversy. The principle of comparability is eminently fair and a most reasonable and rational approach to the salary-fixing problem. We should recognize that we now have a really workable system for assuring that our employees receive compensation commensurate with their duties and in accord with prevailing wage rates. The system does work and our principal responsibility now is to permit it to work.

I realize that this first test of the new system has been clouded by the politically sensitive problem of adjusting our own salaries. However, this too is a problem that we have to face head on. We must resolve it now, and when we do, I am hopeful and confident that future salary adjustments on the basis of com-

parability for our career employees will come about almost routinely.

I am sure that many of my colleagues would much prefer that they were not faced here today with a proposal that includes increases in their own salaries. Nevertheless, I must repeat that unless we change the law, our own salaries will not be raised unless we vote to do so. And it is vitally important that we do.

The provisions of this bill which call for upward adjustments in salaries for Members of Congress, Federal executives, and Federal judges are relatively insignificant, both as to the number and cost. Only 1,399 employees are involved in these provisions at a cost of \$11.8 million, which is only 2.2 percent of the total cost of the measure. Nevertheless, in many respects these provisions are the most essential parts of this legislation.

We have got to adjust upward our own salaries and the salaries of Federal executives and judges for two compelling reasons.

First, and maybe least important, is the fact that they are needed and long overdue. The last pay increase for these officials was in 1955, during which period the salary rates for career employees have been increased an aggregate of 51 percent. The present salary rates for these officials are, by any set of standards, completely inadequate to their responsibilities and duties. I will not repeat the examples that you are probably now familiar with of the number of State and local officials, foundation officers, college presidents, corporation officials, and so on, throughout the country who are receiving appreciably much more in pay than are Cabinet officers and Members of Congress. Suffice it to say that any comparison of Federal executive salary schedules with private industry executive salary schedules borders on the absurd.

Second, and most probably most important, pay increases must be granted to Members of Congress and other Federal officials now, as part of this bill, if we are to maintain the proper and necessary distinctions and relationships between their rates of pay and those which career employees are receiving.

There now exists in the top grades of the statutory salary systems a compression that can only be relieved by lifting the ceiling which Federal executive pay and congressional pay impose on these salaries. For example, in the so-called supergrades, GS-16, GS-17, and GS-18, under the rates now in effect, a large number of these employees are receiving salaries less than subordinate employees in grades 14 and 15. Specifically, every employee in step 2 and above in grade 15 makes more money than an employee in step 1 of grade 16. An employee in step 8 of grade 15 makes more money than every employee in every step of grade 16 and more than every employee up through step 3 of grade 17. We now have the ridiculous situation existing where the managers of Veterans' Administration hospitals, for instance, are making less money than many of the doctors on their staffs.

It is simply not possible from a tech-

nical and mechanical point of view to do the proper job of adjusting Federal career salaries in the future, on the basis of comparability, while maintaining pay distinctions in keeping with degrees of responsibility and work levels, without at this time modernizing the existing inadequate salary structures for Members of Congress, Cabinet officers, and Federal judges.

Mr. Chairman, I am as sensitive as any Member to the fact that our economy is not as healthy as it should be and that we must put a halt to mounting governmental expenditures. I am proud of my own past record of voting to achieve economy and some semblance of fiscal responsibility in the operation of our Federal Government. However, I cannot subscribe to the theory that economy can be achieved in Government at the expense of paying substandard salaries to the officers and employees upon whom we must depend for economical management. I agree with President Johnson that in order to achieve economy in Government we need first-class managers—"who can tighten organizations, simplify procedures, trim waste, and inspire maximum effort." And I further agree that economy cannot be achieved by offering salaries that attract the mediocre and repel the talented.

If one argues that higher salaries automatically result in higher costs, one must logically conclude that all private enterprise costs are excessive because of the much higher salary levels to be found in private enterprise. But we all know that this is not true. Private businesses pay at high salary levels in order to obtain the highest possible level of competence. The higher salary averages in private industry today are the absolute proof that these are the salary levels at which American business leaders believe they can best fulfill their basic goals of profit and product. I can certainly assure you that few, if any, private companies would be so foolish as to advocate adopting our present Federal salary levels in the name of economy.

If a company engaged in business for profit can realize a profit while paying salaries appreciably higher than the Federal Government pays, it is completely illogical to assume that this richest and most powerful Government in the world cannot afford to begin paying its own employees salaries more comparable to those paid by profitmaking companies.

Let us be realistic and practical in our economizing. Let us stop, before they even get started, a few of these new spending proposals of questionable merit. In the spending of our public funds let us establish some type of priority so that no spending program shall have precedence over our need to secure and retain in the Government service the best qualified people that can be found in our country. We will be a richer and stronger Nation for doing so.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from New Jersey [Mr. DANIELS].

(Mr. DANIELS asked and was given permission to revise and extend this remarks.)



Mr. DANIELS. Mr. Chairman, I wholeheartedly join my colleagues in urging prompt and favorable consideration of H.R. 11049.

I would like to emphasize that this bill is before you at this time for only one reason—it is the fulfillment of the commitment of Congress, made to Federal employees in the Federal Salary Reform Act of 1962, that their salaries should be as comparable as possible to the salaries paid to employees in private industry for the same levels of work and responsibility.

For 95 percent of the Federal employees covered in this bill—the so-called rank-and-file career employees covered by the Classification Act and in the Postal Field Service—average percentage salary increases of 4.3 percent and 5.6 percent, respectively, are provided. Up to date 1963 comparability is achieved in the bill for employees in the lower grades and it is not quite achieved for the employees in the middle and upper grades. Comparability in the higher grades has been deliberately delayed in order to keep the total cost of this measure under the President's budget recommendations.

Upward salary adjustments are also provided in this measure for Members of Congress, Federal executives, and Federal judges for two very simple reasons:

First, they are needed and long overdue. The last pay raise for these officials was in 1955, during which period the salary rates for career employees have been adjusted upward an aggregate of 51 percent.

Second. The salaries of Members and Federal officials must be adjusted upward in order to maintain the proper and necessary distinctions between their rates of pay and those which career employees are receiving.

Mr. Chairman, the argument heard most against this bill is its cost. It appears for some reason that the red flag of cost is consistently waved in the path of any measure that comes before the Congress that is designed to increase the pay or otherwise make the working conditions of our employees just a little more attractive. It seems that we can always find funds in the vast resources of the Federal Treasury to subsidize the wheat growers, the feed grain farmers, the cotton industry, and just about anyone who wants to get in line. There is, indeed, something wrong about a situation whereby the Congress can consistently vote vast sums of money for all these subsidies and for all types of new spending programs, yet the loudest cries of cost seem to be raised over a bill which seeks only to pay a decent wage to the employees charged with administering of these subsidies and new programs.

The \$533 million cost of H.R. 11049 is \$135 million less than the cost of the earlier pay bill, H.R. 8986, as it was reported from our committee. It is \$11 million less than the President has budgeted for fiscal year 1965. And, incidentally, Mr. Chairman, from my research into the subject, I am unable to find any record at all of a situation existing before as we now have of the money

actually being budgeted and available prior to the enactment of a Federal employees' salary bill.

Nevertheless, I firmly believe that the cost of this bill, regardless of what it might be, must be considered in light of the fact that the Government has an obligation to pay its employees wages comparable to those being paid by private companies. The fact that the Government spends more than it takes in in revenue does not relieve it from this obligation, no more than a private company, that may be operating at a loss, is relieved from its obligation of paying its employees prevailing wage rates. There are not many bills that come before this Congress, the cost of which are as fully justified as are the costs of this measure. The costs involved in H.R. 11049 are an investment in human beings—an investment designed to enable the Federal Government to recruit and retain the highest quality in personnel and to enable it to operate more efficiently and economically.

Mr. Chairman, I sincerely urge your favorable consideration of H.R. 11049.

Mr. CORBETT. Mr. Chairman, I yield 15 minutes to the gentleman from Iowa [Mr. GROSS].

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I should like to put in proper perspective the lack of proper committee consideration of this pending bill. Let me at the outset point out that on Thursday, April 9, 1964, the full Post Office and Civil Service Committee met in executive session and a motion was made and seconded to take up H.R. 10700 and other related salary bills and to meet every Thursday until the committee had disposed of the legislation.

After adopting that motion, the committee proceeded to consideration of other matters. There was no discussion of the revised provisions of that pay bill, H.R. 10700. Seven days later, on Thursday, April 16, an open hearing was held and there was discussion of H.R. 319 to protect postal patrons from obscene mail. There was no discussion of pay legislation. Seven days later, on Thursday, April 23, the committee considered three bills and again there was no discussion of pay legislation.

On Thursday, April 30, again 7 days later, the committee convened at 10:35 a.m. and a motion was made and adopted to consider H.R. 11049 with all debate to end at 11:20 a.m. That motion was adopted and H.R. 11049 favorably reported, without amendment, and then of course sent to the Rules Committee.

There has been not one word of hearings or testimony on the pending bill, H.R. 11049. The proponents of this measure can slice their explanations thick or thin and the end result will be the same.

Mr. Chairman, I oppose the enactment of H.R. 11049 just as vigorously and completely as I opposed the earlier pay increase bill, H.R. 8986, which was defeated by a rollcall vote of 222 to 184, and I trust a sufficient number of the Members of the House will again stand

to be counted when the demand is made for the rollcall vote.

I would hope that the leadership on both sides of the aisle would, on this occasion, lend their full support to a rollcall on final passage.

This new bill is virtually identical to the earlier version. There is nothing to warrant a June reversal of the wise and responsible action of last March. As a matter of cold, hard fact the Nation has plunged still further in debt since that time.

Passage of this bill at this time in the face of overwhelming evidence that it is inimical to the national welfare, and opposed by most American citizens, would be an act of "midsummer madness."

We must again today pursue a reasonable course of action and we must, in good conscience, reject H.R. 11049 just as decisively as we rejected the previous salary grab.

I have heard of no taxpayer mass meetings—no demonstrations in the streets of any city, village or hamlet, North, East, West, or South—importuning Congress to schedule a repeat performance of this extravaganza.

Let me review briefly a few of the weird and improbable backdrops before which you are again being asked to vote yourself a pay raise, or, as one colleague appropriately expressed it, "again having our feet put to the fire."

It is proposed here today that we raise our own salaries shortly after we have reduced the revenues of the Federal Government by \$11.5 billion in individual and corporate income taxes and while the stage is being readied for a vote next week to increase the ceiling on the national debt to \$324 billion.

In the midst of an alleged economy drive, you are being asked to add an additional one-half billion dollars annually to governmental payroll costs that must be paid for from borrowed money.

During a period when President Johnson has been urging business and labor leaders to exercise "restraint and responsibility" so that prices and wages will remain stable, it is actually being proposed that we today start an upward spiral of wages and prices.

We are being asked to grant salary increases effective immediately to Federal employees who have already had their salaries increased automatically as recently as last January 1.

We are being asked here today, within 5 months after one salary increase, to grant what will be the third salary increase in 19 months for these same employees with a total price tag that adds over \$1.5 billion annually—an increase of 11 percent—to total Federal payroll costs in the 19 months' period.

In the name of comparability, we are being asked to enact a measure that admittedly does not achieve comparability.

On the claim of urgent need we are being pressured to vote today to increase our own salaries and the salaries of Federal executives and judges by 33 1/3 percent, yet these increases would not take effect until next year.

We are asked to make the vast resources of the Federal Treasury avail-



able for the payment salaries to officials of the District of Columbia government much higher than our own cities and States can afford to pay to their officials.

As strange and as weird as anything else, we are being asked to vote today on a bill on which no hearings were ever held by the responsible committee of the House; upon a bill that was favorably reported by that committee only 2 days after being introduced, with only 30 minutes' time allowed for the offering of amendments and for what should have been a full and complete discussion of a measure that contains five titles, 78 pages, and which proposes to change the salary rates for almost 2 million Federal employees.

And, just as fantastic, even though a rule was granted on this bill 3 weeks ago, we have only now come to the moment of truth by a last minute scheduling of this performance which we are told could not be scheduled earlier in the regular manner because time was needed to see if the same show would "go on the road" in the other Chamber.

Certainly, in view of these improbable and even preposterous settings, the spectacle we are projecting to the American people is a sad one, and I implore Members of the House to consider their decision most carefully.

Mr. Chairman, I am firmly convinced that this bill is again ill timed, unwarranted, expensive, and contrary to sound reasoning and responsibility. My own views in detail on the measure and those of some of my colleagues on the Post Office and Civil Service Committee are expressed on page 127 of the committee's report. These reports are available here and I earnestly hope that the Members will carefully read these minority views before they decide how they will cast their votes. There are other compelling reasons why this legislation should be defeated.

One of the greatest dangers we now face in this Nation—one that has the potential for destroying us—is the pressures that may be unleashed for a renewal of the price-wage spiral and a vicious inflationary cycle. The President claims to recognize this danger.

In his Economic Report to the Congress in January of 1964, the President called particular attention to the urgent necessity for avoiding inflationary wage increases. He said that he would keep close watch on price and wage developments and that he would not hesitate to, and I quote, "draw public attention to major actions by either business or labor that flout the public interest," unquote. In inflationary price-wage practices.

In Atlantic City on March 23 the President had this to say:

We must not choke off our needed and speedy economic expansion by a revival of the price-wage spiraling. Avoiding that spiral is the responsibility of business, and it is also the responsibility of labor.

I submit to the Members of this House that this business is also the responsibility of the Congress, and in view of the apparent inconsistent attitude and the impotence of the administration this responsibility for maintaining stability on

wages and prices will only be fully discharged if the Congress now assumes the badly needed leadership.

The Congress must now set an example for the private sector of our economy by holding the line on wage costs. Congress must reject the concept that precipitous and unwarranted pay increases can be granted without unleashing ruinous inflation. The economy simply cannot afford the luxury of this bill at this time. Even the loosest standard of fiscal decency is flaunted by the spectacle of a Member of Congress voting to reduce Government income by \$11.5 billion, voting himself a sizable pay raise, and then voting to raise the national debt limit so that the money can be borrowed to meet his own increased payroll.

Congress is often described as a board of directors and the voters and taxpayers as stockholders of the corporation. It is not necessary to draw on the imagination to know what the stockholders of a private corporation would do, if, with the corporation deeply in debt, the directors voted themselves lavish salary increases. At the first annual meeting, preferably on a cold day in November, the directors would be given one-way tickets to that land where the woodbine twineth and the whangdoodle whangeth.

And let me say at this point I find it incredible that President Johnson, who has been gallivanting over the country exploring "pockets of poverty," would use the power and pressure of his office to demand that Congress vote itself a \$7,500, perhaps a \$10,000, a year salary increase.

This is the same President Johnson who, in taking over the office of Chief Executive, said he would always respect the independence and integrity of Congress. Yet in recent days his henchmen have been prowling the corridors on Capitol Hill and keeping the telephones hot in behalf of this bill. Is it possible that Capitol Hill has been secretly designated as a "pocket of poverty"?

There is also another serious and disturbing aspect to this legislation which has not received sufficient attention but of itself it is certainly sufficient cause for the rejection of this bill. It is the dangerous threat that enactment of this bill will have upon the civil service employees' retirement fund.

This fund, which is the hope and future of the people who work for the Federal Government, currently shows an actuarial deficit estimated at \$34 billion and the fund is going further in the red at a rate of \$1.5 billion each year solely on the basis of the Government's failure to pay interest on the deficit.

It is estimated that unless action is taken to correct the situation, the fund will be completely wiped out by the year 1989 and for each year thereafter we will have to directly appropriate between \$2 and \$3 billion to provide the retirement benefits to our people that we have committed ourselves to.

The two pay increases that were provided in Public Law 793 of the 87th Congress in themselves increased the deficiency in the civil service retirement fund by \$3 billion. And the Civil Service Commission now estimates that enactment of H.R. 11049 will add another

\$1.25 billion to this deficiency. This bill, by blithely providing for salary increases, ranging up to 33⅓ percent for Federal employees, ignores completely the fact that by so doing it jeopardizes the economic future of these employees. There eventually must be a day of reckoning—a day when we will have to face up to the fringe effects of these salary enactments—and when that day comes, it will not be a pleasant one for the Congress or for the American taxpayer.

I have here a letter which I received and which I understand was sent to every member of the Post Office and Civil Service Committee from Vaux Owen, president of the National Federation of Federal Employees. This is one of the largest of the national unions of Federal employees; it is most effective and was founded in 1917. Its membership is exclusively confined to those who work for the Federal Government and the members of this union are intended to be among the beneficiaries of this legislation. You would assume that they would have a selfish and a most active interest in its prompt enactment.

However, in this letter the president of the union deplores the fact that no hearings were held on H.R. 11049 and that he had no opportunity to testify before the committee. He has seen fit to send to me and, I presume, to the other members of the committee a copy of the statement which he would have made on the legislation if hearings had been held, and in his letter he characterizes H.R. 11049 as "a monstrous distortion of the comparability principle and an unjustified departure from the rule prescribed by the Congress for implementing that policy."

I have read Mr. Owens' statement, as he has asked me to, and I assure you that he raises a number of disturbing questions with respect to H.R. 11049 that probably will never be answered nor resolved. It is certainly no credit to this bill that it was permitted to come before the House under a gag procedure that deprived the Members of this body the committee consideration that is essential to legislating responsibility.

Mr. Chairman, since the majority of employees covered in this bill have already received a salary increase last January, since salary increases proposed for most of the other employees will not take effect until next year, and since too many vital questions have been raised and unanswered by legislation of this magnitude, I sincerely urge that this bill be rejected.

I am certain that if we reject this bill today; if we, by example, show business and labor that we mean it when we say "hold the line on wages and prices"; if we here take the leadership in giving our ailing economy a massive dose of "restraint and responsibility," our action will meet with the full approval of the people we here serve.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from Montana [Mr. OLSEN].

(Mr. OLSEN of Montana asked and was given permission to revise and extend his remarks.)



Mr. OLSEN of Montana. Mr. Chairman, I think it is well pointed out time and again in the discussions on this legislation that Congress has the sole responsibility in the area of salaries. This is where the buck stops; right here on the question of salaries. Therefore, it follows that we are largely responsible for the effectiveness and the ability of our Government itself to function well and to perform for the people of these United States.

In the words of our President Johnson, he says:

Every cent for these increases is already included in my budget for fiscal year 1965. The smallest budget in proportion to our national output since 1951.

In that letter from which I quoted, the President of the United States says for him as leader of the country to get one dollar's worth of performance for every dollar spent, he needs this pay bill.

Now what is the problem? The problem is that we compete with private industry, with public institutions, with the whole economy of the country in getting the kind of talent that is necessary to operate this biggest industry, this biggest part of our whole system, our Federal Government.

To do that our Government must recruit 400,000 "new faces" every year.

Even though in the Government the employment has reduced some 9 percent in the years 1946 to 1963, despite the reduction in the number of employees there is a turnover in employment in the Federal Government of 400,000 people per year.

We must attract leadership in such fields as space flight and all the new sciences of space. We must attract the best kind of talent in agriculture, as well, and in every field of endeavor in this country. We must have the best kind of talent in the Federal Government because, whether a department of the Federal Government is functioning as a leader in any particular field or not, the Government is participating in every field with talent of the country, and certainly the talent of the Government must be equal to the leadership of any other part of our economy.

In regard to improving crops in agriculture and improving livestock in the field of agriculture, the Federal Government has furnished a substantial part of the leadership. Congress has appropriated the money to attract this leadership. In that field there is a great deal of activity in the private economy, and the private economy is competing with the Government and the Government competing with the private economy in the attracting of this talent.

The Federal Government as an employer must be competitive in—the word is now—the mainstream of our economy. Attracting needed talent is necessary.

One of the really tragic examples of our failure to do this is our friend Mr. Walter Williams, who was the leader in the National Aeronautics and Space Administration, in charge of the program for space flights. The top salary the Government could pay Mr. Williams was \$20,000 a year, under law. He has resigned. We know that he went

to employment in private industry at a salary at least twice the \$20,000 offered by the Government. By a coincidence, he will be working for an industry which in turn is employed by the Federal Government in this great program.

There are numerous other examples of lawyers, economists, engineers, and scientists who leave Federal employment and go to private industry at salaries twice as great as those offered in Government.

Also, in the Post Office Department, we are finding that outstanding letter carriers and outstanding postal clerks, who should become the leadership in the Post Office Department—perhaps late this year, and certainly in the coming years—are leaving Federal employment. We will be looking for leadership in that Department and we will not have it, because we are not hanging on to the people in the Post Office Department who should become the leaders.

To solve this problem, in 1962 the Congress adopted the principle of comparability by passage of the pay bill that year. The principle of comparability is operated by requesting the Bureau of Labor Statistics to report the comparable pay in private industry for those same talents as are hired in the Federal Government. We are informed by report on the amount of money paid per hour for talents in industry comparable to those hired in the Government. We are also advised of the percentage of increase experienced by the employee in industry. We are advised that the percentage of increase has been about 3 percent a year. In the general classification of employees in the general services and in the Post Office Department, up to about the pay of \$6,000 a year, we have experienced a timelag of 1 to 2 years in meeting competition or in maintaining comparable pay in the Federal Government with that of private industry. In the higher grades, we have had longer periods of timelag, and in the highest grades, that of \$20,000 a year or more, there has been no increase since 1955.

The fact of the matter is that the salary paid Congressmen—\$22,500 a year—is a ceiling on all the higher grades—indeed, it is a ceiling on the scientists, the lawyers, the economists, the engineers, and specialists of all kinds. Yes, the Congressman's salary is even a ceiling on all the Cabinet and all of the judiciary. In that regard, let me say that it is fair to generalize that the lobbyist representing industry at the Congress, the lawyer representing his client in the courts, and the businessman representing his business in the executive branch of the Government are all being paid several times more than the salary of the Congressman, the jurist, or the executive Federal employee.

We have labored hard to bring to you the report that was filed supporting this bill. We heard 45 witnesses in 10 full days of hearings. Not a single witness appeared against the bill. It is supported by the American Bar Association, by engineering societies, by the scientists, by businessmen; and leading newspapers all over the country are calling for Congress to pass this bill as an act support-

ing responsible government. Yes, the act is timely. It is even late. It is tardy. It is not inflationary. It is not inflationary because the employees, the leadership of the Federal Government are all productive. Their productivity is comparable to the best in our country. They are lagging behind the pay of private industry, and in that lag, the salaries of Federal employees and leadership are actually deflationary. By our figures from the printed hearings on this bill, the States, the counties, the universities, the public institutions, and private industry have a host of examples of salaries far higher than any in the Federal Government; particularly private industry discloses the board of directors of even small corporations—yes, small corporations of my own State of Montana, being paid far higher salaries than are paid our judges, our executive officers, and our Congress. We must lift this ceiling on salaries in the Federal Establishment to help our President attract the kind of talent necessary to continue the effectiveness necessary to the proper performance of our Government for our people.

Mr. CORBETT. Mr. Chairman, I shall yield to the gentleman from New Jersey [Mr. WALLHAUSER], a member of the committee, but first I yield myself 1 minute.

I point out, in advance of the gentleman's remarks, that he has been one of the finest, most dedicated, and distinguished members of our committee. He will be a hard man to replace next year. We can be certain that what he will have to tell us today will be spoken with sincerity and could not possibly be attributed to any advantage to himself.

Mr. JOHANSEN. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Michigan.

Mr. JOHANSEN. The gentleman from New Jersey and I have not seen eye to eye on every issue. We probably will not on this issue today. However, I join with my good friend the distinguished minority leader of the committee in expressing my regret that the gentleman is leaving the Congress and leaving the committee, and wish him well.

Mr. UDALL. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from Arizona.

Mr. UDALL. Mr. Chairman, I want to seize this opportunity to join in a tribute to a great public servant. The gentleman from New Jersey is one of the finest men who ever served in Congress, as far as my own experience is concerned. I think I speak for all the Democratic members of the committee in paying tribute to the distinguished Member. He is a real gentleman. He is conscientious and works hard. I think it is a great loss to the Congress and the country that he is retiring from this body.

Mr. PIRNIE. Mr. Chairman, will the gentleman yield?

Mr. CORBETT. I yield to the gentleman from New York.

Mr. PIRNIE. I, too, would like to join in this tribute. My colleague from New Jersey came to the House at the same



time as did I. I have found him to be a gentleman in every sense of the word and truly dedicated to his task here. His effort today merely reflects his deep interest in his country and his unselfish approach to his responsibilities. I, too, regret he is to retire at the end of the session so that the Nation will not have the benefit of his counsel and his help in this Chamber in the days ahead.

Mr. CORBETT. Mr. Chairman, I believe, in view of the facts that have just been brought out, we had better yield 10 minutes to the gentleman from New Jersey if he is able to speak.

(Mr. WALLHAUSER asked and was given permission to revise and extend his remarks.)

Mr. WALLHAUSER. Mr. Chairman, first of all I would like to express my appreciation for the kind words that have been spoken, and I hope I am still able to say something about the bill after this wonderful experience.

I would like to start off by saying that, of course, I support H.R. 11049 completely. Then I would like to say it has been a rare privilege and a great honor for me to have served on this great committee. I especially want to thank the chairman and the ranking minority member for their fair and just treatment at all times. I guess I will have to admit publicly, much as I hate to, that every member of the committee has more intelligence than I have and more ability to understand legislation than I have. Yet I think I was able to understand H.R. 11049 after we had considered the previous legislation at great length in days and days and days of hearings and after full explanation. So I feel that every member of this committee, and I think every Member of this House, surely must understand what is before us today. A previous speaker has mentioned that this legislation is virtually identical with the previous legislation, and it is. There are, of course, some differences in arithmetic, but they are not too serious and not too hard for us to understand what they are.

If we look upon our duty today, I think it is a very simple one, but we have a very heavy responsibility. I believe that we are in the same position as directors of a corporation who have to approve, or disapprove, or alter, the recommendations of the Executive. That is what we are doing today. We are passing upon the judgment of the executive department and we are altering it. We are altering it in this legislation.

Now I would like to go back to the Salary Reform Act of 1962 and point out two major accomplishments which were made in that legislation. First of all, we raised, in two steps, up to the 1961 comparability the pay and salaries of classified and postal workers. It did not reach 1962 comparability. Also it gave us the mechanics and specified by law as to what we are to do in the future to implement this legislation. Now that Public Law 87-793 is on the books it is our obligation to live up to the obligation that we assumed and vote according to the mandate given to us by that law.

I would like to point this out also: Federal employees are not allowed to

strike against the Federal Government. Therefore, they must meet us at the bargaining table. This House of Representatives is the bargaining table at which labor and management are meeting today. We have to be fair in this situation. We have to understand their problems, and I think we must, with good judgment, and recognizing the taxpayers' interest, meet their reasonable demands, as reasonable men and women should.

Title I takes care to some degree the salary problems of 1.7 million very loyal employees.

For example, there are 375,000 postal employees who will receive only a minimum of, I think it is, \$375 per annum increase. And yet if we look back over the last 15 years we will find that the classified employees have received 4.1-percent average increase and the postal workers 4.9-percent increase. This bill only calls for a 3-percent increase for them.

Mr. Chairman, if you will now look at the other side of the coin you will find that perhaps in the future years we will be giving lesser increases than we have in past years. That is a future probability.

Titles II, III, and IV take care of the legislative, executive, and judicial salary increases. There are only about 1,500 positions with \$12 million per annum involved. It is not a very large sum as compared with the total amount in the bill of \$533 million.

Mr. Chairman, I would like to take just a moment to call your attention to the Randall report which has not been mentioned here today. The report of the Advisory Panel on Federal Salary Reforms was issued on June 12, 1963. There were 10 very distinguished members of this Commission: Clarence R. Randall; John J. Corson, professor at Princeton; Marion B. Folsom, Eastman Kodak Co. and a former Cabinet officer; Theodore U. Houser, former top executive, Sears & Roebuck; Robert R. Lovett, Brown Bros., Harriman, former Secretary of the Army; George Meany, AFL-CIO; Don K. Price, Graduate School of Public Administration, Harvard; Robert Ramspeck, former Member of Congress from Georgia; Stanley F. Reed, Associate Justice, retired, Supreme Court; Sydney Stein, Jr., Stein, Roe & Farnham, lawyer.

Mr. Chairman, they came in with these recommendations: that the Speaker and the Vice President should receive \$60,000 a year; that Members of Congress should receive \$35,000; Cabinet officers, \$50,000; the Chief Justice, \$60,500; and Associate Justices, \$60,000; judges of the U.S. Court of Appeals, \$45,000; and district court judges, \$35,000.

Our legislation does not reach these figures by a good, long shot.

Mr. Chairman, these people had very good research facilities. They did a magnificent job. Their report was based on a sound foundation of facts plus excellent judgment by men who have been through various aspects of our economy and know the answers.

Of course, anyone seeking Federal em-

ployment recognizes that the element of prestige is important and desirable and the desire for public service is commendable. But we have to recognize that those Federal employees in the executive department are not allowed to have other gainful employment. They are limited to their Government compensation.

I claim that in order to attract, and finally to hold, competent employees, we have to pay salaries commensurate with their responsibilities and salaries comparable to those paid in private enterprise.

The figures will show—and this is only a partial list—that more than 1,000 governmental employees throughout the country, outside of the Federal Government—mayors, Governors, superintendents of schools, and so forth—receive more than \$25,000 a year.

You have heard a lot about the subject of inflation. This is not a problem in this case because inflation only occurs, or can occur, when a disproportionate and a relatively sharp and sudden increase in the quantity of money or credit, or both, relative to goods available for purchase, occurs. There is no sudden or disproportionate increase here because this amount is budgeted and the Government, of course, will receive back large amounts in taxes. So that it will not all be outgo.

We have also heard a lot about unfunded liability. Of course, this is a problem. But it is only a real problem if everyone were to retire at once, so far as the deficiency is concerned. And there is a bill now before our committee which would, if enacted, make the fund self-supporting. Funds can be appropriated or the Government could make interest payments to take care of this problem.

We also hear about the increase in the debt ceiling bill which will be called up next week.

Mr. Chairman, I would like to call the attention of the members of the committee to these facts. The total amount of this bill is in the budget. So, we are not raising the ceiling because of this bill. Also, that Federal employment has gone down sharply in the last year. If the levels that were forecast in the 1964 budget were held to we would now have 73,000 more employees than we now have.

Further, I would say this: If you want to keep from raising the debt ceiling, stop appropriating money for new programs. Do not take it away from people, because you cannot run a business without good people. This, I believe, is fundamental and elementary.

Mr. Chairman, as far as this legislation is concerned the president of a concern in the private sector of our economy knows that if his competitor is paying certain salaries higher than he is, he has to meet those salaries or go out of business, or obtain inferior help.

Mr. Chairman, I would like to close by saying this—

The CHAIRMAN. The time of the gentleman from New Jersey has expired.

Mr. CORBETT. Mr. Chairman, I yield the gentleman 2 additional minutes.

Mr. WALLHAUSER. Mr. Chairman, we are the directors of the largest and



the most important corporation in the world. We have a heavy responsibility. Our duties are full time. Everyone of the Members of this House, except the Member in the well, is a capable individual. You can be replaced by the stockholders of your corporation, if they so desire, because you have to run for election every 2 years. The directors of a corporation have every right in the world to raise their fees and to raise the salaries of their employees, and that is what you are being asked to do. You are not being asked to do anything unusual or reprehensible. You are only being asked to be fair to those employees who cannot by any other means receive increases. I submit that you and I will not be living up to our full responsibility and in fact we will be actually shirking our duty if we do not pass H.R. 11049. I sincerely hope that we will.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from Texas [Mr. POOL].

(Mr. POOL asked and was given permission to revise and extend his remarks.)

Mr. POOL. Mr. Chairman, there is absolutely no reason why we should not approve this legislation today. Every feature which some Members found objectionable in the first pay bill has been removed or altered to a point where objections are really no longer valid. The salary increases for Members of Congress, Federal judges, Cabinet officers, and sub-Cabinet officers have been dropped from \$10,000 a year to \$7,500 a year. They are also being deferred until January 1965. This means that no Member of this body can with any justification be accused of voting to give himself a pay increase. He will be voting to give the office an increase, and this is quite a different matter.

Mr. Chairman, a candidate for Congress may make political objections against pay raises on an individual basis, but he surely can have no valid objections against raising the prestige and the recompense for the job itself.

Mr. Chairman, I have just returned from Texas and I have talked to people in all of the counties practically throughout the State. In the district which it is my honor to represent, I represent the largest constituency of any Member here in the House of Representatives. Everyone to whom I talked said this about the pay raise: They wondered why the Federal Government could not pay the Federal judges, the Members of Congress, and the Cabinet officers decent wages and get better people to serve in these positions. They felt that this was just good commonsense, as all businesses in the United States follow this principle. You only get what you pay for. We will get better work and better people if we pay a decent salary.

Mr. Chairman, the testimony before the Committee on the Post Office and Civil Service of which I am a member showed that comparable wages were lower in the Federal service than they are in industry.

Therefore I voted for the bill before in the House, and I intend to support this

bill here today. If we are going to get qualified personnel to work for the Government we must pay salaries comparable to those paid by industry.

Mr. CORBETT. Mr. Chairman, I yield 10 minutes to the gentleman from Michigan, a member of the committee.

(Mr. JOHANSEN asked and was given permission to revise and extend his remarks.)

Mr. JOHANSEN. Mr. Chairman, I rise in opposition to the bill, H.R. 11049.

Mr. Chairman, the Johnson administration has three antipoverty packages it insists that Congress approve this session. We take up the first of these today.

Especially, since this is the second attempt this year to provide relief from poverty for Members of Congress and top salary executive and judicial personnel, it occurs to me that we should view this bill in relation to the other two pending antipoverty proposals.

It is my understanding that the second of these measures is slated for consideration in the House next week. It is commonly and technically referred to as the debt ceiling increase bill.

This debt limit legislation is directed to a bona fide hardship case. With a present national debt of \$308.7 billion, with an \$8.8 billion deficit for the fiscal year ending the 30th of this month, and with an estimated deficit of \$5.8 billion for the next fiscal year, it is obvious that Uncle Sam himself has his own poverty problem. Presumably, the Congress will again come to his rescue by raising the national debt limit to \$324 billion—the sixth such increase, if memory serves me right, in less than 4 years.

Incidentally, let me say that if the pending half-billion-dollar pay raise is voted into law, it will be a half-billion-dollar contribution to the fiscal 1965 deficit and an equal contribution to the argument we will hear next week as to the necessity for raising the debt ceiling. The claim that this half-billion-dollar item is covered in the President's budget is neither here nor there. The hard fact remains that we are voting to spend money we do not have if we pass this bill today, and it will be nonetheless true if we pass the bill without a record vote.

The administration's third antipoverty program, of course, is the one designed for the poorer poor people. That is the one counted on by the administration to garner the real harvest of votes next November. That is the one designed to help the voters forget what we may do here today. That is the one designed to help them forget that, under the administration and House leadership's order of priorities, we took care of the impoverished Congressmen and bureaucrats first.

To be sure, under this bill, if enacted into law, we will grant some justifiable and justified pay raises. I can't conceive of Federal pay increases aggregating over \$1.5 billion in 20 months without some meritorious benefits accruing therefrom. I wish it were possible for me to vote for those warranted pay raises. But the sort of something-for-everybody package we have here today makes it impossible for me to do so in good conscience.

There are a number of observations which I should like to make in my limited time both about the bill and about the general situation in which we find ourselves.

Let me, first of all, offer a word of caution to my colleagues.

Any Member of this House who thinks that the curse of adverse editorial and public comment about raising our own pay has now been removed had better think again.

It is true that this bill cuts \$2,500 off the proposed pay raise for Members of Congress, Cabinet officers, and other top executive and judicial personnel. But we are still providing these top level Federal employees—including ourselves—with a 33⅓-percent pay raise. We are doing it a week before we again raise the debt ceiling—in itself an interesting commentary on the quality of the fiscal stewardship of this administration and a majority of this Congress.

I see no evidence that there is any less reluctance on the part of a majority of my colleagues so far as a roll call vote is concerned. This in itself is proof of a self-conscious embarrassment over what is proposed to be done.

But a new feature is added to our second consideration of this pay bill in less than 3 months. My good friend and colleague, the gentleman from Arizona [Mr. UDALL] yesterday sent all of us a letter in which he apologized for the fact that the proposed increases for Members of Congress and other top level executive and judicial personnel "are inadequate," but he did not stop with that. He announced his intention to offer an amendment which would provide:

That whenever classified or postal salaries are increased hereafter, such legislation will automatically increase executive, congressional and judicial salaries.

I will not discuss his formula for such automatic increases at this point.

In this same communication, the gentleman from Arizona stated that:

Congress has already established machinery for regular annual adjustments in the classified and postal salary system.

These two statements considered together add up to one simple, bald, brazen proposal—the proposal to give Members of Congress a permanent personal vested interest in annual pay raises for Federal personnel. It is a proposal that Congress adopt a policy in perpetuity of annual automatic pay adjustments—a euphemism for pay increases—for Members of Congress and other top Federal officials. This is an antipoverty program with a vengeance.

I have read, with great interest, the compilation of editorial comments on our March 12 action which was placed in the RECORD by my good friend, the gentleman from Louisiana [Mr. MORRISON] and which he thoughtfully circulated among Members of this House. I note that one of these editorials, from the Milwaukee Journal, bore the title, "Sneaky, then Cowardly." I suggest that this will stand as high praise of the Congress in comparison to what will be said editorially if we adopt the Udall proposal for automatic pay raises for Members of Congress



and then pass that bill without a rollcall vote.

No wonder there are serious misgivings about having a record vote on this legislation. Just how much punishment do some of my colleagues think the American taxpayers are willing to take?

Turning to another aspect of this matter, I should like to comment briefly on one or two statements made by the President of the United States in his letter of March 17 to the Speaker of the House urging the House to reconsider and approve pay raise legislation. In some respects, this is the most amazing message ever addressed to this House by a President.

In times past, I have been severely critical of a statement made by Mr. Clarence B. Randall, then Chairman of the President's Federal Salary Policy Committee. In this statement, Mr. Randall said:

I am firmly convinced that higher Federal salaries would attract a level of competence that would so improve government operations that there would be no out-of-pocket costs at all.

Heretofore, I had thought this was the ultimate in hyperbole. I was wrong.

In his March 17 message, the President said:

The dollars paid to attract brains and ability to the Federal service will come back to the American people many times over in more economical and effective government.

I am intrigued also by another interesting display of logic in the President's message.

In listing the alleged adverse effects of nonenactment of the pay raise, the President cited the following as one deplorable consequence. Such failure, he said, would:

Jeopardize increases in military pay, which I have recommended to keep Armed Forces pay generally in line with nonmilitary salaries.

Now, if I understand the argument advanced by the President, it is to the effect that we must raise nonmilitary salaries of civilian Federal employees in order to make it possible for the administration to secure increases in military pay which will keep that pay in line with the nonmilitary pay. I would not presume to guess who drafted that masterpiece of illogic for the President of the United States. But there it is.

In terms of the old familiar phrase, the way to "keep up with the Joneses" is to see to it that the Joneses step up their own standard of living and spending. Antipoverty—it is wonderful.

My final comment at this point in the debate regarding this revised Federal pay bill goes to the matter of the much-discussed "comparability principle."

Let me preface this comment by reminding the House, as some of my colleagues have already done, and as the minority views which I signed, emphasize, this revised bill was voted out of committee without so much as 5 minutes of hearings. Even the scheduled appearance of the Director of the Budget and the Chairman of the Civil Service Commission before an executive session of the committee was vetoed by the White

House—an act of almost unprecedented executive ruthlessness. This amounts to telling this House that it must pass this bill, not on its merits, but on the President's insistence. I am reminded of the popular song, "What Lola Wants, Lola Gets." We shall see. And we shall also see how the American people react to these tactics.

The fact is that this bill reduces the price tag of this proposed pay raise from \$668,500,000 to \$533,200,000.

The committee report on H.R. 8986—the pay bill defeated last March—made a big point over the fact that it involved an annual cost of \$381 million less than the first proposal taken up by the committee for action last fall. Presumably, this first proposal was based on the principle of comparability. During the debate last March, I observed that comparability must indeed be a most elastic principle if this much of a reduction could be made without impairing that all-important principle. Today's bill has a price tag of \$135 million below the March bill.

Thus, we find that in a period of less than 9 months, the proposed cost of a pay bill supposedly based on the highly scientific concept of comparability has been reduced more than one-half billion dollars—and we are supposed to believe that the principle of comparability was adhered to in each of these three proposals and that it today stands unimpaired in this half-billion-dollar-cheaper pay raise proposal. Who, I might ask, is kidding whom?

I will say this. One of the gentlemen who is not being deceived is Mr. Vaux Owen, president of the National Federation of Federal Employees.

Mr. Owen wrote me under date of June 4, as I presume he did other members of the committee. He pointed out that the original committee hearings last year were held on H.R. 7552, a bill which the administration strongly supported. In Mr. Owen's judgment, "the principle of comparability was fairly and reasonably adhered to" in this bill.

Commenting on the bill H.R. 11049, which we are considering today, Mr. Owen said:

This is a monstrous distortion of the comparability policy and an unjustified departure from the rule prescribed by the Congress for implementing that policy.

The simple truth, of course, is that it is farcical to talk about the comparability principle in connection with this bill or in connection with the legislative procedure which the committee has followed since last fall.

The governing principle in today's proposal is not comparability but acceptability. We are back operating under the rules of whatever the traffic will bear. Comparability which gives or takes to the tune of half a billion dollars isn't comparability. It is expediency.

Recently, I introduced a bill to repeal the provisions of the Federal Salary Reform Act of 1962, providing pay comparability between employees of the Federal Government and employees in private industry.

I did so after published reports of April 22 that there is talk of classified and

postal employees "appealing to the courts to force Congress to follow through on the 1962 law that extended the comparability principle to their salaries."

I opposed adoption of this comparability provision when the legislation was originally before this House.

I then believed the principle was unsound. The provisions of this bill further confirm that belief.

I now also believe this provision is dangerous and that it invites judicial action designed to force the Congress to live up to its vague and ill-defined commitment.

As a matter of sound fiscal policy, I believe H.R. 11049—which superimposes a half billion dollar pay raise on the previous \$1 billion pay raise—should be defeated.

As a matter of sound legislative policy involving perpetuation of the farce and hoax of comparability, I believe the bill should be defeated.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from North Carolina [Mr. HENDERSON].

(Mr. HENDERSON asked and was given permission to revise and extend his remarks.)

Mr. HENDERSON. Mr. Chairman, I rise in support of H.R. 11049. As chairman of the Post Office and Civil Service Committee's Subcommittee on Manpower Utilization, I have been increasingly impressed by the information developed by our subcommittee that the Government needs the best management that can be obtained to afford the world's largest and most complex business with the most able talent. This, in turn, insures the most efficient and economical use of our taxpayers' money.

I believe that unless principles of comparability of pay which were adopted by this House in October 1962, and now public law, are put into effect we are going to lose more and more of the top managers in the departments and agencies of our Government. I feel that an important key to the capability of our Government to meet the responsibility for our people lies in top management and we need adjustments now in salaries for these responsible jobs.

Within recent days the Manpower Utilization Subcommittee in public hearings has developed the fact that one of the critical management areas in the Government today is in the recruitment and retention of good top people. In fact, our subcommittee has found numerous instances where departments and agencies have had to resort to the use of employees furnished by private corporations at a much greater total cost to the Government, due to problems of recruiting Government personnel.

Mr. Chairman, I also strongly support an amendment which has been proposed by our able colleague, Hon. MORRIS UDALL of Arizona, who is also a member of the Manpower Utilization Subcommittee. The amendment of the gentleman from Arizona [Mr. UDALL] which will tie the salaries of the Congressmen to the pay of the top level in the Classification Act series; namely, GS-18, will relieve the pressure in adjusting pay between the career employees and the Congress.



Mr. Chairman, I would like to cite briefly to the Members the provisions of our report starting on page 8 entitled "Classification Act Grade Inflation."

It is rather lengthy, but I would like to read just a brief portion of it as follows:

The implementation by this legislation of the principle of comparability established by the Federal Salary Reform Act of 1962, Public Law 87-793, is intended by the committee to bring to an end the unjustified inflationary trend in the grade structure of positions under the Classification Act of 1949.

In other words, we point out that the passage of this bill is intended by the committee to bring to an end the unjustified inflationary trend in the grade structure of positions under the Classified Act of 1949.

Then we conclude on page 10 as follows:

The committee believes that the necessary tools of personnel management, in terms of adequate salaries, have now been provided by the Federal Salary Reform Act of 1962 and by this bill, the Government Employees Salary Reform Act of 1964. It is expected that the principles of position classification and reclassification set forth in the Classification Act of 1949 will be strictly adhered to. The committee considers this a reaffirmation of congressional policy and, therefore, insists that management respect the grade structures which have been approved for particular positions. The committee will also expect the U.S. Civil Service Commission to exercise great care in the review and development of grade standards under the Classification Act.

This, Mr. Chairman, highlights what has been going on in the absence of appropriate rates of compensation. Management has found it necessary to raise the grades and thus increase the compensations in order to retain employees and to give salary increases.

Also, Mr. Chairman, there is another item in H.R. 11049, which I feel is a definite improvement over H.R. 8986. I have in mind an amendment which I proposed in the Post Office and Civil Service Committee and which was adopted by the committee and is now incorporated in H.R. 11049. This eliminates all fractions over a cent in the results of payroll calculations. It is my understanding that this item alone will save in the neighborhood of \$10 to \$12 million as compared to the bill which was voted on by the House in March.

Mr. Chairman, in order that we can continue to improve employee productivity in our Government, I believe that H.R. 11049 would be voted on favorably today by the House.

Mr. DULSKI. Mr. Chairman, will the gentleman yield?

Mr. HENDERSON. I am delighted to yield to the gentleman from New York, a member of the committee.

Mr. DULSKI. I compliment the gentleman for the fine statement he has made, and I commend him for the work of the Manpower Utilization Subcommittee, on which I had the privilege to serve under Judge Davis.

(Mr. DULSKI asked and was given permission to revise and extend his remarks.)

Mr. DULSKI. Mr. Chairman, we can well understand the need for expeditious

consideration now of the entire issue of Federal salary legislation if Congress is to keep faith with our dedicated postal and other career employees.

These employees have a right to expect our favorable consideration here today as a major step forward to reach some degree of comparability in our employee rates of compensation with the rates paid for comparable rates in private industry. This comparability is required by the Federal Salary Reform Act of 1962, and will be accomplished by H.R. 11049.

As my colleagues have pointed out here today, President Johnson on numerous occasions and in a letter to Speaker McCormack on March 17, has called to our attention the urgent need for adjustment in rates of pay for all officers and employees including the top executive officials who are responsible for the operation of our Government.

Our employees in the lower levels now are far behind in rates of compensation as compared with an employee in private industry. They need the increases proposed in H.R. 11049 just to meet the ordinary everyday living expenses.

The most significant improvement in this bill, as compared with H.R. 8986, is a 25-percent reduction—from \$10,000 down to \$7,500—in the salary increases provided for Members of Congress, Federal judges, Cabinet officers, and immediate sub-Cabinet officers. These increases also will be postponed to January of 1965, whereas they would have been retroactive to January of 1964 under the earlier bill.

The total annual cost of the salary adjustments provided by H.R. 11049 will be \$533 million, an amount which is \$11 million less than the President's budget figure of \$544 million. The President considers this bill one of the three most urgently needed legislative measures that he has recommended to the 88th Congress, and has strongly emphasized his personal support of its prompt enactment. I earnestly hope that this important bill will receive the approval of the membership of the House.

Mr. CORBETT. Mr. Chairman, I yield such time as he may consume to the gentleman from Nebraska [Mr. CUNNINGHAM].

(Mr. CUNNINGHAM asked and was given permission to extend his remarks at this point in the Record.)

Mr. CUNNINGHAM. Mr. Chairman, I stated before when this bill was first presented to the House that I was opposed to placing Postal and Classification Act employees in a package which also included legislative, executive and judicial salary increases. I stated then and I repeat now that I have always supported pay increases for our postal and classified employees and I would support increases for them now if the other three groups were divorced from the legislation. We held extensive hearings in the committee on the pay proposals for postal workers and regular civil service employees but there were no hearings held on the legislative, executive and judicial salary proposals. Evidently these latter sections were written in some other place than the House of Representatives. Salary legislation coming

from the Post Office and Civil Service Committee should be confined to postal employees and members of the civil service system. Pay proposals affecting Congressmen, agency heads, Cabinet officers and judges should be considered by other committees as they have been in the past but such hearings were never held. Therefore, Mr. Chairman, I do support title I of this bill but I do not support the other sections. If they are not separated from title I then I shall reluctantly be forced to vote against the entire bill.

Mr. CORBETT. Mr. Chairman, I yield such time as he may consume to the gentleman from Tennessee [Mr. QUILLEN].

(Mr. QUILLEN asked and was given permission to revise and extend his remarks.)

Mr. QUILLEN. Mr. Chairman, I rise in opposition to the section of H.R. 11049 which increases the pay of the Members of Congress to \$30,000.

As for myself, I knew what the pay was when I ran for election, and I cannot break faith with the people who elected me to this office.

I am very much in favor of the raises for postal employees and other employees in the Federal Government. They deserve this increase.

The congressional pay increase should be eliminated; and, if it is not, then I must vote against the bill.

Mr. CORBETT. Mr. Chairman, we shall have only one more speaker on this side.

Mr. MURRAY. Mr. Chairman, I yield 5 minutes to the gentleman from Texas [Mr. THOMAS].

Mr. THOMAS. Mr. Chairman, I doubt if I can add anything to what has already been said, but my point in speaking is to associate myself with the able and distinguished committee, on both sides of the aisle. I compliment the committee. You have worked long, you have worked hard, and you have brought out a well-balanced, good bill.

I also compliment the Committee for the fine, orderly, high-grade debate you have had. It has been of the highest order.

I shall address my remarks to two points in regard to the bill. It is well rounded. It will cost some money. It will cost in the neighborhood of \$532 million. It covers the executive branch, the judicial branch, and the Members of the Congress. About the smallest item of cost is for the Members of Congress. Did you know that? It is about \$4 million. The cost for the judiciary is about another \$4 million. The cost for the executive branch will be slightly more than \$500 million.

Do my colleagues realize that this is the biggest business on earth? I refer now to the executive branch of this Government. It is the biggest business on earth.

Do you realize—I feel certain most of you do—that this Government is run by a small number of employees, elected individuals, and appointed individuals?

The executive branch of the Government is run by between 3,500 and 4,000 employees. No more. The President, the Cabinet officers, the sublevel officers, the agency officers, the commissioners, those



in supergrades of 16, 17, and 18, and a few in excepted positions, are the people who run the executive branch of our Government.

Do you know what the bill will cost for those? About \$15 million a year.

The biggest economy you can make is to pay salaries which are commensurate with responsibilities and with duties. Look at the independent agency heads and Cabinet officers who are working for \$25,000, or even \$21,000. Most of them came from industry, where they were making two or three or four times as much.

I believe we can save by cutting down procurement, and perhaps, in the military, by putting in trained civilians rather than military men who were not trained in economics to do the job.

You can save that and 10 or 15 or 20 or maybe 100 times what it will cost you in 1 year for this special group.

Mr. GROSS. Mr. Chairman, will the gentleman yield?

Mr. THOMAS. I will be delighted to yield to my friend from Iowa.

Mr. GROSS. Only a short time ago the gentleman's Subcommittee on Appropriations carried on some discussion of the huge deficit in the Federal employees' retirement fund.

Mr. THOMAS. Come on. Get down to what you have to say. I only have 5 minutes.

Mr. GROSS. Does the gentleman know what this bill will contribute to the deficit and unsoundness of our budget position and the retirement fund?

Mr. THOMAS. I do not think it will create any deficit, but it will create a surplus if it is managed right and if you get good people running your Government who spend \$75 billion of your money. You will get better people that way, and I think it will save you money. It will pay for itself many, many, many times a year.

Mr. GROSS. Mr. Chairman, will the gentleman yield further?

Mr. THOMAS. I will be delighted to.

Mr. GROSS. It is the figures contained in the hearings by the gentleman's committee that I used to show that the Federal employees retirement fund is now \$34 billion in the red.

Mr. THOMAS. What are you talking about? The civil service retirement fund? Of course it is.

Mr. GROSS. And this bill will make a very substantial contribution to the staggering deficit in the retirement fund.

Mr. THOMAS. To give you an exact answer, if you are trying to figure out what it will cost the retirement fund, over a period of 31 or 32 years, the lifetime of a Federal employee, it will cost you in the neighborhood of a billion dollars.

Mr. Chairman, let me say something about the membership. This bill is not going to help me or many of the Members I am now looking at who are my age. My children are just about out of college. They were born late. What about these young Members, with two or three or four children coming along? They must go to college. They cannot

do it. Now, just be perfectly honest about it. They cannot do it on what they are getting now. I am speaking for you, not myself. I am not going to be here too long. It is not going to improve the Government service to pay me more than I am getting. Let us be frank about that. But when I leave I think you are going to get a better fellow than I am. Gentlemen, do the right thing by yourselves and your country. If you do, you will vote for this bill. There is nothing to be ashamed about in this bill. I have seen three or four pay raises in my day here, and I have not seen a single Member who voted for those pay raises penalized one iota.

I heartily recommend this bill to you in all of its aspects and forgive me for taking your time.

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the gentleman from Missouri [Mr. CURTIS].

Mr. CURTIS. Mr. Chairman, of course, what I am going to say here is obviously just a matter of making the RECORD, because with the preparation that this House has been given by the committee, we are not in the position of debating the crucial issues that this bill presents to our country. President Johnson in his economic message to the Congress and to the Nation this year pointed out that there were inflationary forces loose which would be furthered this year, but these forces could be contained. In his message and in subsequent speeches he has addressed himself to the labor leaders and the management of this country to hold what has been called the wage-price guidelines, saying that this is not the time for wage and price increases even though there are many areas in the private sector and certainly in the governmental sector where there need to be adjustments of our wage scales.

Because I have been critical of this committee in my remarks during the debate on the rule, let me offer some element of praise—and it is deserved—for some of the studies that the committee has been making in this field of Federal employment practices. I have been following them.

There is the matter of comparability, a very necessary and important principle, job reclassifications, and so forth. Certainly a great deal needs to be done in this area, in my judgment. We do need to do something at the proper time to uplift salaries, particularly at the higher levels.

Most of this debate, as Members can tell, is directed toward what is only 1 percent of the bill, the salary increase for Congressmen. That is not the real concern that I am expressing here. The concern that I am expressing here is that which the President of the United States has expressed to management and labor in this country. And the biggest employer in the United States, of course, is the Federal Government.

Are we going to have our deeds so far removed from our words, that the President of the United States can talk out of one side of his mouth to the private sec-

tor of the economy, and to this Congress, in regard to Federal employees, out of the other side? If this committee had done the job that I expected it to do in regard to this specific bill—not the general principles of employment practices on which the committee has done good work—it would have related this to productivity increases and to our fiscal situation in 1964 as far as deficit financing is concerned. The committee would have tried to see whether at this time the Federal Government can set this kind of example even though it is true, and I reiterate, that wage scales should move up in the Federal Government, and we have got to do a great deal of work there. We are not following the President's wage price guidelines.

We have a very serious situation in the matter of the balance of payments. All we have been doing is buying time, and the President has said this.

The Committee on Ways and Means has just finished going over the picture of what we might recommend in the matter of increasing social security benefits. Why? Because since 1958 the cost of living has gone up through creeping inflation around 8 percent. This would be \$1 billion added to the cost of Government. We have these inflationary forces at play. When you increase the cost-of-living index one point, you take \$4 billion out of the purchasing power of this country.

These are the things, if you want to appeal to patriotism, that we should be discussing. But there is no material in the committee report for this House to consider, because there were no hearings and there was no discussion on this point.

Finally, if I may, Mr. Chairman, I should like to refer to the congressional salaries. The issue, as I tried to point out in the debate on the previous bill is not whether full-time Congressmen should get more money if we are going to have the kind of men we want in Congress, because with that I agree. The issue, though, is over representative government itself. It is the kind of representative government we are to have. Are Congressmen to be full time? I suggest that you would not have good representative government on that theory, and I suggest under the theory of this Constitution Congressmen are supposed to be part time. They are supposed to live in their communities in order to properly represent their communities. What we need to do is to start to obey the law which says that the Congress shall adjourn by July 31 each year. And we can get our work done if we will eliminate this Tuesday-to-Thursday operation.

Mr. CORBETT. Mr. Chairman, I yield 5 minutes to the distinguished gentleman from Pennsylvania [Mr. FULTON].

(Mr. FULTON of Pennsylvania asked and was given permission to revise and extend his remarks.)

Mr. FULTON of Pennsylvania. Mr. Chairman, I am very glad to say that I strongly favor H.R. 11049, the so-called Morrison pay increase bill for Federal employees and postal workers. I believe it is a good bill and that it should be



promptly passed by the House of Representatives.

Mr. Chairman, in 1962, the U.S. Congress through the enactment of the Federal Salary Reform Act made a promise to our Federal employees and our postal workers that we in Congress would keep the Federal pay scales at a relatively comparable level with private industry. This is necessary for basic justice and fairness.

Mr. Chairman, that policy of comparability has been adopted as an overall policy for the United States. This policy action was with the approval of the large majority of the Congress of the United States. The question, then, is at this particular point will the Congress live up to this promise? Will Congress continue the policy of comparability of Federal pay scales with private industry which after much debate and many hearings and research has been adopted as a basic policy? My answer is a definite "Yes."

My own recommendation is that the U.S. Congress do live up to its promise to these Federal employees and postal workers first, and that, second, the Congress specifically by this bill continue the policy of comparability. That means I favor passage of the bill H.R. 11049 because I believe that it has been prepared by the gentleman from Louisiana [Mr. MORRISON] and the House Post Office and Civil Service Committee on the basis of those principles. Pay raises for Congress should only be comparable to the pay raises provided for other Federal employees. We should not treat Congress any differently nor any better than any other Federal employee.

Mr. Chairman, I believe that Congress should keep the policy of an honest day's work for an honest day's pay, and a full day's work for a full day's pay. Congress sometimes forgets that not only the full day's work is required of our Federal employees, but also the full day's pay to compensate for the work performed.

This bill is not legislation that is inflationary. So, I disagree with my distinguished friend the gentleman from Missouri who feels that bill represents an inflationary step and that proper study has not been made of this factor.

Mr. Chairman, the reason I state that this bill is not inflationary is because the major part of the pay increase goes to people now whom everybody feels are underpaid and who are actually economically marginal when considered in light of the President's figures in the proposed poverty program.

How can these good people who are Government employees find themselves falling back in the economic system and falling back further than others so that their families are deprived of the basic necessities and educational opportunities for their children? My own feeling is that Congress should now see to it that these families do have the necessary cost-of-living increase. They are entitled to the increase not only on the basis of the promise of the Congress in the Federal Salary Reform Act of 1962, but they are also entitled to the increase on the basis that the cost of living has gone up with respect to every major factor of the cost of living index in the United States.

These people and their families have been left behind in the Nation's economic progress to such an extent that there is a gap for Federal employees and postal workers, and they are substantially behind the cost-of-living increase, and will be comparable to private industry pay scales of 1962 even when this current pay increase is added.

Mr. Chairman, I believe that the difficulty with the argument of the gentleman from Missouri, whose research and study I value highly, is that his position reflects his idea that this will be moving the Federal and postal employees out into the forefront of salary increases so that they will be leading the van rather than following.

Mr. Chairman, coming from the industrial area of Pittsburgh and having knowledge of industrial and private enterprise pay scales with that knowledge and experience in mind, I would say to the members that as far as the industrial and production workers are concerned or agricultural processing workers or the retail workers are concerned, that the Federal employees for the work they do, for the intelligence required, for the dedication to their work, are really behind, not equal nor ahead of the general wage levels and pay scales in the U.S. economy at this time.

Congress should give special consideration to our U.S. Government employees and postal workers as they are the particular responsibility of the U.S. Congress. These employees do not have industrial collective bargaining powers. They are under no collective bargaining laws, they have no right to strike nor to engage in slow-downs, nor no right to picket. They have no rights to bargain for wage rates, hours, conditions of employment, nor fringe benefits that generally go along with industrial collective bargaining procedures in private industry.

Mr. CURTIS. Mr. Chairman, will the gentleman yield?

Mr. FULTON of Pennsylvania. I yield to the gentleman from Missouri.

Mr. CURTIS. I think the gentleman is making a pertinent argument, but that is part of the material I suggest that the committee might look into as to whether or not in this time when the President has urged wage-price guidelines an exception should be made for Federal employees. I may say to the gentleman from Pittsburgh that we have the auto workers coming up for wage increases, we have the steelworkers and other coming up for new contracts. In fact, we have about 100 major labor-management contracts coming up this summer and fall. All of these groups are claiming they should have an exception made, but we do not even attempt to make the case in committee for an exception on behalf of the Federal employees. Honestly, I do not think a distinction can be made that would stand up, as between the Federal Government employees and all of the wage earners we have in the private sector who want a wage increase.

Mr. FULTON of Pennsylvania. The gentleman and I are not far apart in our reasoning, but we start with different

premises. I start with the premise that the U.S. Government employees, including the postal workers, are behind the other comparable workers in private industry. I think it can be very adequately demonstrated that the Bureau of Labor Statistics on the cost of living have indicated a present increase for the Federal employees and postal workers just to bring their pay scales up to what the cost of living is indicated for 1962, 2 years ago.

I would disagree with the gentleman in certain other respects. I come from an industrial area. I do not want the salaries and wages leveled off and kept at a permanent level forever. I am a progressive Republican. I want the salaries and wages to increase as our U.S. economy grows. I want the people in Government and the private economy to know if they do hard work and get good production a good future is ahead, and it is bright and cheerful.

The other type of approach is, the present situation is good enough the way it is, just let it ride along, then we will correct minor injustices. But that does not lead to the future when we have a climbing gross national product that is going up substantially each year through increased production and efficiency by the working people of this country. Our U.S. gross national product is now above \$600 billion.

I believe within the U.S. economy there is room that can be predicted for expansion so that we can raise in this bill above mere subsistence levels, the salaries and pay of these people who are contributing substantially to the U.S. economy. It is not a matter where we are giving people incentives and subsidies when they do not produce, as it is not an economic advantage to have the Government money distributed from the U.S. Treasury to these groups. These U.S. Government workers are producing groups, and this pay raise is justly due, and it is no handout.

I strongly recommend the passage of this bill, and hope that my colleagues this afternoon will vote its passage with a resounding majority.

Mr. CORBETT. Mr. Chairman, I have no further requests for time.

Mr. MURRAY. Mr. Chairman, I yield 10 minutes to the gentleman from Arizona [Mr. UDALL].

(Mr. UDALL asked and was given permission to revise and extend his remarks.)

Mr. UDALL. Mr. Chairman, I understand there are no further requests for time on our side, so we can get on with the reading of the bill for amendment in just a moment, but before that I should like to make a few observations.

There has been talk here about inflation, deficit spending, and debt increase. I have a table here prepared by the Bureau of the Budget and the Civil Service Commission, and I would say that the rates paid in private industry are considerably above what the classified and other employees are making. The hard fact of the matter is that even with the rates provided in this bill in all but two of the smallest categories of the bill the



Federal employees will be well under comparability with private industry.

I would say to the gentleman from Missouri [Mr. CURTIS] that if we were beginning to pay Federal employees 110 percent of what the same skill is paid in private industry there might be some ground for concern, but the truth of the matter is that this bill falls short in most grades, and in nearly all of the grades with the overwhelming number of employees, of comparability with private industry.

This is not just an ordinary salary bill. I know that the oldtime Members of this House have been frustrated and confused in dealing with salary legislation over the years. This is a different kind of bill. It is one of the most important bills for good management in the Federal Government I think we have ever had. The reason is that as far as I can determine this is the first time in 100 years the Congress has sat down with all the Federal employees and said, "We are going to construct a logical, orderly salary system from the janitor down in GS-1 to the President of the United States, and each position is going to be fixed and have its salary fixed with relationship to the responsibility of that position to other positions. We are going to have an orderly, interrelated, properly proportioned salary system." This is a very important goal.

Let me tell you how ridiculous this system is today. In the past, one committee would fix the pay for a certain group of employees and another committee would fix the pay of certain Federal executives. Judges and Congressmen were handled by one committee. Other Federal officials would be handled by still other committees. We have reached the absurd point today where we have a ceiling, the pay of Congress, of \$22,500, and we have a floor, which is the career employees, that are now getting about \$20,000. Congress will not stand still, and very properly, I think, for having agency heads or other Federal managers, the key people that make this Government run, being paid more than the Members of Congress. So today we have jammed in between \$20,000 and \$22,500 all the 13 levels of responsibility. In any comparable industrial concern those levels of responsibility would range in salary from \$30,000 to \$200,000 or \$300,000, and we jam them in this one range.

Let me give you a specific example. The man who administers the \$5 billion budget of the Veterans' Administration, which is one part of his job, is administering 151 veterans hospitals. We pay him \$21,000. The man who administers one of those hospitals gets about \$300 or \$400 less, and the man who runs a wing in one of those hospitals gets a few dollars less than that. We do not have proportionate levels of responsibility. Pay is not comparable with responsibility. I think this is a ridiculous situation.

Mr. KUNKEL. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield briefly.

Mr. KUNKEL. That same situation occurs also in veterans' hospitals, where the head administrator and his assist-

ant administrator get less than some of the doctors that work in the hospital under them, not only less but substantially less. That makes for a very bad situation in addition to the money. This is particularly true of the Veterans' Administration. I am thinking that they could very easily step out of the hospital and make far more in private practice.

Mr. UDALL. The gentleman is right. I thank him for his contribution. I hope he will support the bill, because the bill will correct that situation.

Let me close on one thing that I have found to be in effect today. I got on a jet plane the other night and on the plane came the chairman of one of the most important committees of this House. He is a man who has been here over two or three decades. He has a fund of knowledge and expertise that could not be duplicated for any amount of money. He is an important man, whose decisions affect the security and the lives of everybody in this country. We pay this man \$22,500. And as the Senator from Illinois put in the CONGRESSIONAL RECORD a couple of weeks ago, he is an accountant and an economist; he kept track all year and when he got through he would net \$7,000 after he paid for his transportation and taxes. This is the kind of salary we pay a man in this important position. So I got to thinking about the chairman of this committee—he is not here and I will not mention his name—I found out that the pilot of the airplane makes more than he does and has a much easier time, with only one home to maintain. There were two generals or two major generals on the airplane who have very minor responsibilities. This chairman has problems 500 times as important as they have and they are making more money than he does.

I had an assistant vice president of a little manufacturing company in the seat next to me and we got to discussing that. He makes more than the chairman makes.

The Chief of Naval Operations, just one of the admirals and generals who help to run our Military Establishment, is paid \$32,000 plus.

We have gotten ourselves into a ridiculous situation. The pay of the Congress has been raised four times in the last 100 years since 1866. We got ourselves in a box through our own fault, through neglecting Executive pay, congressional pay, and judicial pay.

I am going to offer an amendment when we reach the amending stage which I think will prevent the Congress from ever again finding itself in the situation that we find ourselves in today.

This is a good bill. It is carefully drawn and carefully thought out and I hope it will be approved overwhelmingly by the House today.

Mr. Chairman, when we took up the Federal pay bill last March, the point was made that adjustments were desperately needed if we wanted to retain first-rate, capable people in the policymaking jobs at the top of our Federal Establishment. The argument was made that managerial talent does not come cheaply, and that we cannot expect to run our Federal agencies effi-

ciently if we cannot get the best people possible to guide them.

Well, this warning has already borne fruit in the weeks that have passed since we rejected that pay bill. Once word was out that we were not going to do anything about the grossly inadequate pay for the top positions in our Federal Government the resignations started coming in. I do not know how many there have been, but there have been quite a few. Here are some examples:

Mortimer Caplin has done an outstanding job as our Commissioner of Internal Revenue. We may not like to have our taxes collected, but it is a job that has to be done, and Mr. Caplin has done extremely well in administering this vital agency. Last month he announced his resignation. He cited personal reasons, but I am certain that high on his list of reasons was the totally inadequate pay he was receiving, \$21,000, while supervising the collection of approximately a hundred billion dollars a year to operate our Federal Government. A single error on his part could cost the American people many times his entire salary, but we said 3 months ago that he should not get a raise.

Walter Heller, Chairman of the Council of Economic Advisers, has announced his resignation since we rejected the last pay bill. There is no doubt that his financial needs were a major factor. And we ought to reflect on the fact that he will be making considerably more money as a college professor than he made as this Nation's top economic adviser. This is ridiculous and testimony to the shortsightedness of the Federal Government in dealing with its own key personnel.

Henry Fowler, our Under Secretary of the Treasury, waited only a short time after we rejected that pay bill to announce his resignation. Undoubtedly the low level of executive compensation in the Federal Government was a factor in this decision. Surely there are few more important jobs needing top brains and top know-how than that of Under Secretary of the Treasury. Now we have to try to find another highly qualified man to go to work for \$21,000 a year. It is not going to be easy.

James K. Carr has served the Government well as Under Secretary of Interior. A few days ago he announced his resignation to accept a job as manager of a west coast utility. It is sad but true that the Federal Government cannot compete with most of the public and private utilities in the country when it comes to compensation.

And there have been other resignations. For example, let us look at our own Library of Congress. This is not just an adjunct to the House and Senate, a little repository of odds and ends. It is the world's largest library, the cornerstone of our library system in the United States. You cannot run an institution like this with the brains and talent you might pick up on the street. You need very special people with very special qualifications.

We have a man like this in Rutherford D. Rogers, our Deputy Librarian. But we will not have him long, because he announced his resignation less than 30 days



after we rejected our last pay bill. I happen to know that he liked his job and would have liked to remain on. But when we turned down an increase for him he decided to take a job for the State of California, at a sizable increase in pay with considerably less responsibility.

If the State of California, the State of Minnesota and other smaller units of government can lure away our top men with higher pay, there is something wrong with our system of compensation in the Federal service. There simply is no reason why the Federal Government cannot at least match the pay of State and local governments for equal jobs. When the Federal jobs involve greater responsibility, as they often do, surely they should command salaries in excess of those paid by State and local governments. We are not doing that today.

Passage of this bill today will not eliminate all inequities, but it will make the Federal Government somewhat more competitive in seeking the most capable people for our most important policy-making jobs. Failure to do this would simply mean a continuing raid on the best brains we have in the Federal service today. I do not think we can afford to lose these people at the rate they are departing today.

Mr. Chairman, this is no time for our Nation to be losing its top managers. I say this advisedly because the record of the past 3 years shows a pattern of increasing efficiency and cost reduction.

The efforts of the late President Kennedy and of President Johnson are beginning to pay dividends in savings to the taxpayers. These savings are being realized through sharper and better management of civilian employment in the executive branch of our Government. Let me give some examples.

When the 1964 budget was submitted to the Congress in January, 1963, it was estimated that employment at mid-year would amount to 2,538,400. As it turned out, employment on June 30 was 2,490,300. That was 48,100 workers less than had been anticipated, a clear result of the vigorous efforts of the President and his executive agency heads to hold employment down.

The picture this year is even more significant. When the 1965 budget was submitted, it was estimated that employment on June 30, 1964, would be 2,578,500. During the review of the new budget the Bureau of the Budget conducted a very searching examination of agency employment estimates. The result was that the estimate for midyear was reduced by 58,100 in the submission of the budget. This was a big and important saving.

Subsequent to the submission of the budget this year the President had two reviews made of employment plans of the agencies. The result was that 15,200 additional positions were eliminated from the anticipated midyear employment. Therefore, instead of employment reaching a total of 2,512,400, it is now expected that employment will not exceed 2,497,200. President Johnson has made this a ceiling and has told agency heads not to exceed this number. Now you

cannot make reductions like this without good management, and we are making such reductions.

When the President finished his review of agency efforts to reduce employment totals earlier this year, he proposed to the Congress a series of amendments to the 1965 budget. Included in these amendments were reductions of more than \$26 million directly attributable to employment cutbacks. And here is where the taxpayers benefit from the managerial skill and know-how of our agency heads.

When one considers that from the time of the 1964 budget message to the present there has been a total reduction of 73,300 employees from the level previously anticipated as needed, the significance of these results becomes impressive.

Employment for fiscal 1964 was estimated to be about 22,100 over 1963. As of the end of April the increase had amounted to only 1,800 in regular employment. Recognizing that 15,000 of the anticipated increase has been eliminated, the executive branch is still well below its planned employment level.

We can be pleased with these accomplishments, and they are testimony to the value of having first-rate people running our executive agencies. I do not think we want to turn these matters over to less capable people.

Mr. Chairman, there is one final matter I want to discuss today because it has been a cause of concern to many of our colleagues. I refer to the opposition frequently expressed by the Scripps-Howard newspapers to congressional pay increases. Many of the Nation's leading newspapers have supported this legislation as necessary and vital, but the newspapers of the Scripps-Howard chain have regularly downgraded and insulted the Congress of the United States as a second-class body undeserving of the compensation accorded thousands of officials in State and local government, and tens of thousands of executives in private industry.

I think this is unfortunate because I think that the Scripps-Howard newspapers are basically fair and honest. I think, for example, that they have served the public well in the stand they have taken in support of conservation. But I deplore the petty, ill-informed and carping criticism they have made of Federal salary legislation, and particularly of needed increases in the pay of Members of Congress.

Mr. Chairman, I am particularly offended by the position of the Scripps-Howard newspapers when I learn, as I did today, that they pay their own executives salaries far in excess of the top decisionmakers of our Federal Government.

They object to paying the chairman of the Armed Services Committee, a man with enormous responsibilities, anything over \$22,500 a year, but they pay the president and publisher of the Cincinnati Enquirer, Mr. Roger H. Ferger, a salary of \$75,000 a year plus retirement rights amounting to another \$39,743. That is a total of \$114,743 for the publisher of one newspaper in Cincinnati

compared to \$22,500 for the chairman of a committee overseeing a budget in excess of \$50 billion a year.

But that is only the beginning. There are many more examples. For instance, Scripps-Howard pays the executive vice president and secretary of that same newspaper a total compensation of nearly \$85,000. And yet the Cincinnati Enquirer, along with other Scripps-Howard newspapers, objects to paying more than \$22,500 to the chairman of the Ways and Means Committee, a man whose tremendous knowledge and ability guide the tax policies of this Nation.

Mr. Chairman, I believe the Scripps-Howard newspapers have taken a wrong stand on Federal salary legislation. I suspect they have not made the kind of study of the facts that should precede such expressions of opinion, so widely disseminated. Actually, I think these newspapers are doing a good job, in many cases an excellent job in reporting the news and commenting on it. But I believe they are wholly wrong in the stand they have taken, and I believe they are guilty of sheer hypocrisy in opposing increases in salaries for Members of Congress on the grounds that they either do not deserve them or can easily be replaced.

I know some outstanding reporters who work for the Scripps-Howard organization. I get the impression they are not too highly paid. In fact, if the argument is valid that pay should not be increased when replacements are waiting at present salary levels, I would suggest that Scripps-Howard not raise any of its executives another dollar. Instead, I would suggest that they promote some of these exceptional reporters they have working in their newsrooms, and let them step into some of these management positions. I do not doubt that they might even be willing to take a job as executive vice president or secretary for a few dollars less than Scripps-Howard is paying today. If the management's logic is right for Members of Congress, then surely it would be right for their own organization.

Mr. Chairman, when we vote today, I hope we will ignore such inconsistent counsel as we have been given so gratuitously by the newspapers of the Scripps-Howard chain.

Mr. LINDSAY. Mr. Chairman, I am satisfied that the Federal salary bill has now been revised, lowered in cost, and improved sufficiently so that I can give it my full support. The earlier bill that was sent back to committee by a heavy vote weeks ago deserved to be sent back for revision.

The annual cost of this new bill is over \$20 million less. The unjustified and exorbitant increases for political staff people in the House that were in the earlier bill have been trimmed down to proper proportions. Salary increases for Congressmen and Federal judges have been reduced from \$10,000 to \$7,500, and made effective next year in the new Congress instead of immediately. Salary adjustments for career Federal employees are not made retroactive but will become effective after passage of this



legislation into law. Otherwise, the new bill makes necessary but scaled down adjustments to the executive, judicial, and legislative branches. Increasingly I fear the day that only rich men can go into public service. In recent years several highly qualified lawyers in New York City have refused to serve on the Federal court because they could not live on the salary, which is the same as congressional salaries, \$22,500.

I know of two men, very highly qualified for elective office, who refused to run for local office in New York City when many good citizens wanted them to run, because they could not afford it. It is common knowledge that increasingly, men of great wealth have turned to politics, in part, because of the vacuum left by others who could not afford it. Similarly, men in the sub-Cabinet echelons of the executive branch have dropped out because they have not been able to afford it. Most importantly, Federal employees in places like the city of New York cannot exist. Those with children are squeezed to death. They and their wives must take weekend and other supplemental jobs. The pay is a living wage in parts of the South and West, but not in Manhattan.

The bill has been vastly improved, and it should now be enacted.

**Mr. SCHENCK.** Mr. Chairman, under Public Law 220 of the 83d Congress, a 17-member Commission was appointed to consider the adequacy of salaries being paid to the Members of the Congress and the judiciary. This Commission was composed of six representatives of agriculture, six representatives of labor, and five representatives of business and the professions. They were assisted by three Members of the House, three Members of the Senate, and three from the judiciary.

This Commission, Mr. Chairman, conducted extensive hearings, and made a very comprehensive study of the subject assigned to it under Public Law 220 of the 83d Congress. Its report, recommending substantial increases, was presented to the Congress early in 1954. Many newspaper editors, writers, and columnists along with many labor, civic, and professional organizations and leaders urged adoption of this report. After full and careful consideration by the appropriate committee, H.R. 3828 was proposed to carry out the recommendations of the aforementioned Commission. This measure was debated fully on the floor of the House on February 16, 1955, and was approved on a rollcall vote 283 to 118.

Mr. Chairman, I voted against H.R. 3828 as shown on pages 1588 and 1589 of the CONGRESSIONAL RECORD for February 16, 1955, and stated:

I regard the handling of public funds as a sacred trust. I did not seek the high office I now have the honor to occupy for the purpose of making a big salary, but rather for the opportunity of being of public service. Due to the continuing need for large Defense appropriations, our Federal budget is not yet balanced. Also there is great need for increased compensation of our postal employees, civil service employees, and members of our Armed Forces. I wish there had been two bills so that salaries of Members of the

Congress and the judiciary could have been considered separately (from those of the postal, civil service employees, and members of the Armed Forces). Since, however, both were included, I felt compelled to vote against this bill at this time.

Mr. Chairman, earlier this year, and again after many months of careful consideration by the House Committee on Post Office and Civil Service, this committee recommended another measure, H.R. 8986, and it was fully debated on the floor of this House for 2 days. The basic purpose of this proposed measure was to comply with the action of the 87th Congress in approving the principle that postal employees and civil service employees shall be paid salaries comparable to those paid workers in private enterprise for comparable levels of responsibilities, skills, and performance.

Mr. Chairman, I am personally in full accord and sympathy with these basic principles. Such a policy encourages Federal employees to make a career of Government work and responsibilities and thus greatly reduces the cost of training new employees to replace Federal employees who seek employment in private enterprise where wages are higher.

Other sections of H.R. 8986, however, would have substantially increased the salaries paid to members of the Federal judiciary; executives and their assistants in departments, boards, agencies, and commissions of the executive branch; and Members of the Congress.

Mr. Chairman, many Members of the House, and I am one of them, believe there is no shortage of capable and willing personnel to fill positions of responsibility in the judicial and executive branches of the Federal Government. Members of the House, individually and collectively, know that there is never any shortage of candidates in both political parties who vigorously seek election to this great body and who seek to defeat present Members of the House. I am sure these candidates are not motivated solely by the present salaries paid to Members of the House and the Senate.

Mr. Chairman, in all fairness to postal employees and civil service employees, many of them have urged me to support this legislation not only because it would give them a much needed and proper increase in their own income but they also expressed their completely sincere opinions that they felt equally deeply as to the need and justification for substantially increased salaries for Members of the Congress.

Mr. Chairman, while I deeply appreciated this sincere expression of their interest in me personally, as a Member of the Congress, I found it necessary to point out and recall to their attention, that Federal expenditures for fiscal year 1956 when the previous congressional salaries were in effect, that Federal expenditures were then \$69.5 billion—that the Federal budget was not only in balance but that there was an actual surplus of \$6.8 billion, and that the total national debt was then \$272.7 billion.

Mr. Chairman, the current 1964 fiscal year expenditures are now estimated to be \$119.1 billion, nearly \$50 billion higher

than in fiscal year 1956. Also that the national debt is expected to reach \$312 or more billion in this current month of June 1964. The Congress will be called upon within the next few days to vote on the extension of "wartime" excise taxes for another 2-year period and the Congress will also be called upon to approve still another and higher national debt limitation in spite of the fact that much has been said about the very high economy our Nation is now enjoying. The Congress is also being constantly urged to approve greatly expanded existing Federal programs and a number of entirely new ones the total cost of which cannot be estimated with any degree of accuracy. Thus the Congress is being constantly urged to increase Federal spending and at the same time urged to reduce taxes. Just how this sort of action can be reconciled as being fiscally responsible, prudent, and proper is not at all clear to many of us.

Mr. Chairman, we are now here today considering a new bill, H.R. 11049, which seeks to do the same things as proposed in H.R. 8986, which I voted against just recently on a rollcall vote and which was defeated—yeas, 184; and nays, 222. There have been some few changes made in this new proposal and yet it is substantially the same and is, of course, for the same purpose.

Frankly, Mr. Chairman, I would like very much to vote in favor of a measure to provide for much needed pay increases for our postal workers and our civil service employees. Since, however, it is insisted that all these other categories of judicial, executive, and congressional salaries are also still included, I find myself in the position of having to vote "no" again.

It is my hope, Mr. Chairman, that there will be a record rollcall vote on H.R. 11049 so that I will have an opportunity to be publicly recorded on this measure. If, however, due to any parliamentary procedure, a record rollcall vote is not obtained, I have made these remarks today for the RECORD so that my personal position will be clearly understood by everyone and anyone who desires to know.

Mr. Chairman, if this measure is defeated today, it is my earnest hope that the administration will bring out a bill promptly to provide for appropriate increases in the wages of postal employees and civil service employees.

**Mr. CLANCY.** Mr. Chairman, I am basically in agreement with the provisions of H.R. 11049 which pertain to postal and Federal classified employees. I am opposed, however, to the provision of the bill authorizing a \$7,500 salary increase for Members of Congress.

This was my position when the pay bill was voted on earlier this year. I voted against the increase under the motion to recommit, which would have increased the salary of Members of Congress by \$7,500, and I also voted against passage of the bill, which would have authorized the full \$10,000 increase.

I am completely in accord with the principle of comparability which was pledged in the pay raise legislation enacted in October of 1962. Unquestion-



ably, Federal salary rates should be comparable to private enterprise salary rates for the same level of work if the Government is to recruit and retain well-qualified personnel. This is an eminently fair policy and it should be implemented.

But I would also like to see implemented some of the spending restraints and budget cuts that have been promised. It would hardly seem we are exerting a stringent discipline over Government spending if we approve the sizable increase in our salaries proposed by this bill.

I hope the pay raise proposed for Members of Congress will be eliminated from the bill so that I can support the increases for postal and classified employees. If this provision is not removed, I will have to vote against passage of the bill.

Mr. SCHWENGEL. Mr. Chairman, in March when the pay raise bill was up before the House I voted against that measure. I did so because I felt then that the raises for Congressmen and other Federal executives were excessive and also because I felt Congress needed to earn a pay raise. My feelings in regard to Congress earning a pay raise have not changed. While the bill has been modified, raises reduced, delayed, I still firmly believe that Congress has not really earned a pay raise. I regret very much that congressional pay raises even though they are not effective until January 1965 are tied to this bill. I would rather that subject be dealt with separately. But this is not the case.

I have favored and continue to advocate pay raises for postal employees and other civil service workers; especially those in the lower grades. I also support raises for congressional employees, who we all know are deserving of such consideration. All of these raises, of course, are necessary because Congress has failed in its responsibility to control the inflationary forces.

I realize the problem of acquiring and retaining qualified people in many of the executive agencies. This is regrettable because we need top-caliber people in those jobs. I would support raises for those jobs. I do not believe one should have to sacrifice financially to serve his Government.

I am happy to see that some of the other pay raises to House employees have been modified. These it seems to me had also been excessive.

I have studied H.R. 11049, the committee report and the minority views very carefully. I have some reservations about the advisability of the bill in its present form. It will cost a great deal of money, and yet we are in an austerity campaign, and so on. But I have come to the conclusion that this bill should pass.

I do not believe postal employees should be penalized because congressional pay raises are in the bill. I had hoped that after H.R. 8986 was defeated we would get an opportunity to vote on a bill that would include pay raises for just postal and civil service employees. Such legislation, I believe, would pass overwhelmingly. The modification of

other pay raises, the elimination of others, and the general improvement of the bill are the other factors which now allow me to support the bill.

Mr. LANGEN. Mr. Chairman, it was just 3 months ago when we last considered a similar bill with these sweeping Federal pay raises. I opposed the bill at that time and I oppose it again now. It is simply poor business to raise anybody's salary when you do not have the money to pay for it. And I cannot condone charging up bills for our children and grandchildren to pay.

Actually there is little difference between the current bill and the one the House defeated in March. Reducing the proposed salary increases for Members of Congress from \$10,000 to \$7,500 a year has not made this bill any more palatable. As I have maintained all along, there should be no consideration of Federal pay boosts until the Congress has shown some indication of living within this Nation's means.

And we have shown no such inclination. In fact, with 10 of the 12 major appropriations bills already passed, we are appropriating at a greater rate than a year ago, and we are about to raise the so-called temporary debt limit by another \$9 billion, a clear admission that this Government plans to run in the red for at least another year.

Let this Congress go on record in favor of fiscal responsibility. Let us show the American taxpayer that we can live economy as well as talk about it. Let us balance that budget. Let us put a permanent ceiling on the national debt limit, then stick to it. Then perhaps we can discuss salary increases. But not before.

Mr. Chairman, I personally resent the way this bill has been presented. It is obvious that a great deal of daily nose counting has taken place, with proponents waiting until the moment when they are most assured of success. This is pure chicanery. Such a bill, calling for the expenditure of borrowed money, should be brought up for action with plenty of notice and proper committee hearings so that adequate debate can take place. It is another case of ramming legislation through, regardless of the effect it has on the American taxpayer.

Mr. SMITH of Iowa. Mr. Chairman, for the second time this year, we are considering a bill to adjust salaries. The bill proposes a Commission headed by Clarence Randall, former president of Inland Steel Co., who also was assigned similar responsibilities by President Eisenhower. That commission recommended certain salary schedules as being comparable for Federal employees to the salaries received by non-Government employees. This bill would bring most employees up to the income non-Government employees received 2 years ago and would make congressional, judicial, and top executive salaries to a level of about two-thirds what non-Government employers pay for comparable services. In addition to that, the average Senator and Congressman who is doing his job has about \$8,000 per year in non-reimbursed necessary expenses.

More than 20 employees of the State

of Iowa and several school and city employees in Iowa receive more than U.S. Senators, Congressmen, Federal judges and top U.S. executives. Salaries of more than 1,000 city employees receive more salary than top Federal officials. The Federal Government of the leading Nation of the world cannot be satisfied with mediocre, second-rate people who cannot get a better job elsewhere, nor can we afford a Congress where all Members have either great outside interests or are beholden to a special interest. We need a Congress which represents a cross-section of America.

Federal salaries are now 2.7 percent of our national income and this is a lesser percentage than they were 10 years ago. Most businesses are now paying a larger percentage of their income in salaries and this proves that efficiency, as compared to salaries for Federal employees, has been comparably good. While adjusting salaries, we do have a right to expect good enough productivity so that the cost of Government per unit of goods and services continues to reduce.

As I stated when similar legislation was under consideration last March, I thought the increase for some should have been less and that the increase for Congressmen and Senators should be delayed until next January. Both conditions are met in the bill now under consideration.

I also would still like to see an anti-nepotism bill pass and will continue to press for one. It is interesting to note that many opponents of this legislation finance part of their family expenses by putting members of their families on their payroll or do not maintain a home in their home State.

The Des Moines Register on May 6, 1964 carried an editorial which I believe stated the opinion of most Iowans. At least it is in accordance with some surveys that have been made. It is as follows:

#### FEDERAL SALARIES TOO LOW

The Federal pay raise bill, beaten last March in the House by a 222-184 margin, may have a new lease on life as a result of approval by the House Civil Service Committee last week of a modified version of the measure.

The original bill called for raises for 1.7 million Federal Government employees at an annual cost of \$545 million. The biggest hikes—of \$10,000 a year—were for Federal judges, Cabinet and sub-Cabinet posts, and Members of Congress. The revised version calls for trimming the top raises to \$7,500, cutting the total cost of \$533 million and delaying the biggest increases until next January.

The bill ran into trouble in the House primarily because of opposition to increasing congressional pay. Congressmen were understandably edgy about going on record in favor of giving themselves a raise in an election year. The new version would permit an election to intervene before a Representative could qualify for the increase.

We hope the congressional pay part of the new bill will not be allowed to obscure the need for action to upgrade Federal salaries, particularly at the higher levels. The top pay of department heads—\$25,000—is ridiculously low for the caliber of people needed to man such Cabinet positions as Secretary of Defense, Secretary of State, Secretary of Labor, etc. This salary determines



in turn the pay of assistant secretaries, deputy secretaries, and under secretaries, whose pay can be no more than \$19,000 to \$21,000.

President Johnson recently described the plight of Dr. Walter Heller, his chief economic adviser, who is leaving Government work after 3 years in Washington. Dr. Heller, who has an ailing wife and three children in college, is leaving chiefly because he can earn twice his present \$20,500 salary outside Government.

The New York Times recently cited the case of an assistant director of the budget who describes his 3 years in Washington, dealing with such costly issues as the size of the foreign aid program and whether to construct a supersonic transport, as "the most exciting adventure imaginable." The official, who left a \$30,000 post to accept his \$20,000 Washington assignment, was forced to withdraw \$8,000 from savings and borrow from life insurance and the Government's credit union to support his family of five children and pay nonreimbursable expenses connected with his job. His new position, with a private California firm, will pay \$40,000 a year.

Private business long ago realized the necessity for paying top salaries to attract and keep able people. State and local governments are increasingly paying officials more than the Federal Government is able to pay even its Cabinet members. The Federal pay raise bill will help redress the balance and is long overdue for adoption.

Mr. DON H. CLAUSEN. Mr. Chairman, I welcome this opportunity to speak out on this proposed salary increase for Government employees. I would like to do it in person, but I regret that the disastrous flood in Montana, which has taken many lives and caused uncounted millions in property damage, has called members of the Public Works Subcommittee on Flood Control to that stricken State for an immediate survey.

Regarding the pay bill, I must say that I cannot, in good conscience, support it because it still included the increase in salary for Members of Congress while the budget remains unbalanced. The fact that we have to borrow money to grant such a pay raise just does not make fiscal sense to me.

I do believe, however, in the theory of comparability of pay between public and private employees. It is regrettable that we could not act upon this portion of the bill separately so that those public employees whose pay is not comparable to similar jobs in private industry could be brought into conformity.

Mr. DORN. Mr. Chairman, my principal reason for opposing this bill is that I sincerely believe that the time has come when those of us associated with the Federal Government must set the example.

Over the years I have watched excessive Federal spending become the principal cause for inflation which destroys the purchasing power of employees in the lower income brackets. Social security, old-age benefits, savings accounts, stocks and dividends for the elderly are being whittled away by wild Federal spending and inflation.

If we hold the line against Federal spending in Washington, we could give every American two raises. First his money would buy more, and second we could give him further tax reductions. Federal spending and Federal salary increases when contributing to inflation

and cheap money will destroy the very objective we seek.

Our postal employees are doing a magnificent job and deserve with many others an increase, particularly in the lower brackets; but, Mr. Speaker, the bad features of this bill outweigh the good. Frankly, I think we should have the courage to vote up or down any proposal for our own salary increase and vote up or down the Supreme Court salaries and not tie them on to this bill.

Mr. Chairman, I would gladly vote for the modest increase provided for the postal employees and other Federal employees in the lower income brackets, but I think it is wrong to tie our own \$7,500 increase and the \$7,500 for each member of the Supreme Court to this bill. Mr. Chairman, I cannot vote for a bill which would provide a \$7,500 increase for each Member of the Congress and the Supreme Court while giving a postal employee making \$4,000 a \$250-a-year raise.

Mr. SICKLES. Mr. Chairman, some months ago I felt a bit uncomfortable about voting myself a pay increase during my first term in Congress even though almost 90,000 hardworking Government constituents of mine in Maryland would have benefited directly by the bill and all Marylanders interested in economy and efficiency in Government would clearly benefit indirectly.

Today, when given the opportunity, I intend to vote again for the pay increase and hope to be back here next year to collect it. I have lost some of my political timidity on this issue because, in my view, the Congress cannot ignore its responsibility to raise congressional salaries along with Federal salaries.

I would like to suggest three basic reasons why this is true.

First, although I am a freshman, many of my colleagues are not, and it has been my experience in dealing with them that the overwhelming majority of the Members of the House have earned this increase not only on the basis of ability but in terms of time, sweat, and grief. Let me elaborate—time is something that a Congressman never has enough of for the demands on his time are unceasing. Sweat is something the Congressman has plenty of for he must work incessantly to maintain his position of political leadership and comprehend the nature of the complex decisions on national policies he must make every day. Grief is something that Congressmen seldom have shed for them, but symbolizes a part of the inherent nature of political life wherein a man's judgment is always open to criticism, a man's motives are always open to distortion, and his personal relationships are frequently shattered by the ambitious.

Second, some people have said that by raising congressional salaries, I will be jeopardizing my own job because everybody and his brother, so to speak, will want to run for Congress. Well, that is alright with me because I think that on election day the American people deserve a free choice among the best and I say "let the best man win" and the country will be the winner in the process.

There is nothing wrong with paying a salary to Members of Congress that will attract more individuals to the political arena. This is not to imply that my present colleagues are not serving their constituents well, but it is rather to encourage more competition for the jobs that some people have neglected because of the financial remuneration involved.

Third, the pay raise for Congressmen is necessary because it is closely linked with the salary ceilings that are now set on many of the top jobs in our Federal Establishment. I am sure Members who have been here longer than I have seen literally thousands of top-flight civil servants come and go in Washington, primarily because of a serious deterioration in their personal financial position. Federal expenditures are equal to about one-sixth of our Nation's total product and it is important that the Federal Government seek and retain a proper share of the best men and the best minds in this country.

Recently Senator DOUGLAS gave us a striking example of what the "take home" pay of a Congressman really amounts to. I supported the disclosure amendment today, not because of a feeling that it will alter the basic integrity of those who come to Congress, but rather because the general public needs to know that we are not here in Washington getting rich at their expense.

Also regarding the "poverty war," while Congressmen are certainly not impoverished, I do not think that it is inconsistent for a Congressman to express his concern for the poor in America by enacting programs to benefit them while raising his own salary. The history of this country is replete with the stories of those who have continued to care for their fellow men regardless of the improvement in their own financial position—men like Carnegie, Ford, and Russell Sage who began as a grocery clerk.

In summary, I am ready to stand up and be counted for higher congressional salaries along with higher Federal salaries because, in the final analysis, it will mean better government.

Mr. DERWINSKI. Mr. Chairman, this pay bill before us deliberately defies the true needs of Federal employees for equitable adjustment of salaries.

Representing as I do a district in a metropolitan area with one of the highest cost-of-living indexes in the country, I must point out to the House that a Federal employee in my area who receives an across-the-board pay increase identical to that of his counterpart in other sections of the country is being discriminated against.

Why should a postal carrier or clerk or classified employee in any agency of the Federal Government working in the Chicago area be limited to an identical salary of a similar employee in sections of the country where the cost of living is one-third less?

The Chicago post office was recently investigated as a result of a monstrous snafu in the delivery of Christmas mail and one of the underlying causes in the breakdown in the operations of the Chicago post office was the fact that



many of the new employees do not meet the tradition and the sound standards of postal employment. In contrast, in many areas of the country where lower pay scales and lower cost of living are in effect, a Federal Government position finds many applicants seeking the post.

Until we recognize the need to increase salaries of Federal employees in metropolitan areas to adjust to the cost of living, a pay bill of this nature will remain inadequate.

I hope the Members will ponder on these points which I have briefly emphasized. It is my further hope that, next year when the House Post Office and Civil Service Committee organizes, the first order of business will be to study a new pay plan to increase the salaries of employees in high cost-of-living areas such as the Chicago metropolitan region.

Mr. ALGER. Mr. Chairman, as in the case of the last pay bill, I cannot support this bill. My position is simple; we must not borrow to give salary increases. First, we must have the money on hand and then we can increase pay.

So the merits of a pay boost do not enter in as an argument for the bill at this time.

I want to commend the four members of the Committee on Post Office and Civil Service for their minority views, and I adopt them as my own.

Mr. MOORHEAD. Mr. Chairman, I rise in support of H.R. 11049.

The late, great President John F. Kennedy said a few years ago:

Let every man and woman who works in any area of our National Government, in any branch at any level, be able to say with pride and with honor in future years, "I served the U.S. Government in that hour of our Nation's need."

Because President Johnson has given a Federal pay raise the highest priority on his list of legislative musts, I know that that is the way President Johnson feels about Government service.

That is the way I feel about public service.

Yet, many of us are under attack because we are employees of the Federal Government.

I have read the stories of the wrongs done by the Members of Congress or the employees of Congress which have inferred that all of Congress is wrong; and yet I say to you that I am proud to be a Member of a legislative body which, although it has been criticized, has for the 175 years of its existence served this country well.

We are all familiar with the stories which complain of the bloated bureaucracy, the ever-increasing cost, size, and debt of Government.

As a member of the Government Operations Committee of the Congress, charged with overseeing economy and efficiency in all levels of Government, I did some checking and came up with some facts that do indeed appear to be shocking—expenditures by State and local governments have increased nearly 375 percent since World War II; Federal expenditures, 69 percent.

The failure to dispel many myths, the failure to get the true story across—these

are among the reasons for the difficulty we have had with the Federal pay raise legislation.

As compared to the Federal Government, State and local governments are bigger and are growing faster, not only in total terms, but also in terms of individual salaries.

The chief of police of the city of Chicago receives \$50,000 a year and yet J. Edgar Hoover, who has just completed his 40th year as head of the Federal Bureau of Investigation, receives \$20,000.

At the present time, a member of the Cabinet who, as Secretary, heads one of the departments which are so important to our national welfare and safety, receives \$25,000 a year. Contrast this with the fact that my own State of Pennsylvania has 165 Government positions which pay more than \$25,000 a year and our neighbor the State of New York, has 432 such government positions.

A recent editorial in the New York Times said:

Those who oppose waste and extravagance in Government spending argue that raising the level of Federal salaries would be unjustified and unequitable. Yet, the biggest single cause of waste in Government and private industry is inefficient management.

General Motors Corp. is often pointed out as one of the most efficient of big business corporations. We should all be happy that General Motors recently announced the largest net earnings in its history, \$536,331,704 for the quarter ended March 31, 1964.

Some of the reason for this magnificent and praiseworthy success may result from the fact that just 56 executives of General Motors draw a total salary and bonuses greater than the salaries of all the following combined: all 435 Congressmen, all 100 Senators, all the Cabinet officers, the President of the United States, the Vice President, the Supreme Court, and the Governors of the 50 States.

President Johnson certainly understands this principle. In his letter of March 17, 1964, to the Speaker of the House of Representatives, the President said:

Congress and the country surely support my determined drive for economy in Government. To make that policy work, I need first-class managers—who can tighten organizations, simplify procedures, trim waste, and inspire maximum effort. It is false economy to offer salaries that will attract the mediocre but repel the talented.

That is the secret of General Motors success. In this case what is good for GM will be good for the United States.

This is a national problem because the Nation needs the best possible men in the positions of top responsibility in the Government. As the New York Times said on April 30:

The Nation has been fortunate that so many skilled people have been willing to accept the financial penalties involved in Government service. But with the pay scales and fringe benefits available to high-caliber personnel in private industry constantly rising, the Government will find it increasingly difficult to attract and keep executives with the talent and training required for formulating and carrying out policy.

This problem is acute with a number of key men in Government posts. Not only are they being pressed to accept private jobs at two or three times their Government pay, but they find themselves going into the hole each year with children to educate and the cost of Washington living constantly mounting.

Examples are: Walter Heller, Chairman of the Council of Economic Advisers; Under Secretary of the Treasury, Robert Roosa; Under Secretary of Health, Education, and Welfare, Wilbur Cohen; Llewellyn Thompson, principal adviser on Soviet affairs in the State Department; Hugh Dryden, Deputy Administrator of the space agency. Men in this category find themselves dropping behind at the rate of \$4,000 or \$5,000 a year. They can stay afloat only by borrowing.

Heller had determined to leave government at once so that he could resume his post as chairman of the economics department at the University of Minnesota. With three children reaching college age, he has maintained a home in St. Paul as well as in Washington. The President in a long and serious discussion prevailed on him to stay until November.

Thompson, whose background out of 5 years in Moscow as Ambassador is invaluable, has felt compelled to think of accepting one of the private offers coming to him. Cohen has been offered three university deanships paying more than his present job with half the work.

We must rectify this situation.

Our employers are the American people who are taxed to pay our salaries and whom we have been elected or appointed to serve.

I believe that we have a story to tell to our employers—the American people.

Our employers—the American people—are entitled to have the plain, unvarnished facts, without myths of bloated bureaucracy and gravy trains. Surely we are doing neither ourselves or the people justice if we fail to do this.

Surely this is a platform on which Government employees—management, labor, and Congress could unite.

Mr. CORBETT. Mr. Chairman, we have no further requests for time.

Mr. MURRAY. Mr. Chairman, we have no further requests for time.

The CHAIRMAN. There being no further requests for time, pursuant to the rule, the Clerk will read the bill for amendment by titles instead of by sections.

The Clerk read as follows:

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Government Employees Salary Reform Act of 1964".*

TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS

#### SHORT TITLE

SEC. 101. This title may be cited as the "Federal Employees Salary Act of 1964".

#### CLASSIFICATION ACT EMPLOYEES

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:



| "Grade"    | "Per annum rates and steps" |         |         |         |         |         |         |         |         |         |
|------------|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                           | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1.....  | \$3,385                     | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680                       | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005                       | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480                       | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000                       | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,505                       | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7.....  | 6,050                       | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8.....  | 6,630                       | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9.....  | 7,210                       | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10..... | 7,840                       | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11..... | 8,550                       | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12..... | 10,200                      | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13..... | 12,075                      | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14..... | 14,170                      | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15..... | 16,460                      | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16..... | 18,935                      | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  |         |
| GS-17..... | 21,445                      | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |
| GS-18..... | 24,500                      |         |         |         |         |         |         |         |         |         |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to paragraph (4) of section 2(b) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111; Public Law 763, Eighty-third Congress), plus the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, by section 2 of the Federal Employees Salary Increase Act of 1958, by section 112 of the Federal Employees Salary Increase Act of 1960, and by section 602 of the Federal Salary Reform Act of 1962, he shall receive an aggregate rate of compensation equal to the sum of (A) his existing aggregate rate of compensation determined under such section 208(b) of the Act of September 1, 1954, (B) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1955, (C) the amount of the increase provided by section 2 of the Federal Employees Salary Increase Act of 1958, (D) the amount of the increase provided by section 112 of the Federal Employees Salary Increase Act of 1960, (E) the amount of the increases in schedule I and schedule II provided by section 602 of the Federal Salary Reform Act of 1962, and (F) the amount of the increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate

compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purpose of section 208(b) of such Act of September 1, 1954, to constitute a part of the existing rate of compensation of such employee.

(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he holds such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose."

(b) Section 1105 of the Classification Act of 1949, as amended (5 U.S.C. 1071, note and 1082, note), is amended to read as follows:

"SEC. 1105. The provisions of section 507, title VII, and title VIII of this Act shall not apply to professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine placed in grades 16, 17, and 18 of the General Schedule in accordance with subsection (b) or subsection (j) of section 505 of this Act. The President or an agency or agencies that he designates shall issue regulations governing the rate of basic compensation within the grade to be received by any officer or employee occupying, appointed to, or promoted to, such a position, and, in the case of reduction in grade, may issue reg-

ulations governing retention of the rate to which the officer or employee was entitled immediately before reduction."

(c) Section 505(b) of the Classification Act of 1949, as amended (5 U.S.C. 1105(b)), relating to the limitation on numbers of positions in grades 16, 17, and 18 of the General Schedule of such Act, is amended by striking out "which may be placed in such grades" and by inserting in lieu thereof "examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010), and positions placed under this Act pursuant to section 309 of the Federal Executive Salary Act of 1964, which may be placed in such grades".

(d) Section 604(d)(3) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is amended to read as follows:

"(3) In the computation of rates, all remaining fractions of a cent shall be eliminated."

#### POSTAL FIELD SERVICE EMPLOYEES

SEC. 104. Section 1 of title 39, United States Code, is amended by striking out the period at the end of such section and inserting in lieu thereof a semicolon and the following:

"'revenue unit' means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title."

SEC. 105. Section 702 of title 39, United States Code, is amended to read as follows:

#### "§ 702. Classes of post offices

"(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but less than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but less than 190 revenue units. He shall place in the fourth class those post offices having less than 36 revenue units.

"(b) The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—

"(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;

"(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

"(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.

"(c) Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section."

SEC. 106. Section 704 of title 39, United States Code, is amended by deleting "of the first, second, or third class" appearing therein, and inserting in lieu thereof "(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)".



SEC. 107. Subsection (b) (1) of section 2102 of title 39, United States Code, is amended to read as follows:

"(1) for post offices at which the postmaster does not furnish quarters on an allowance basis;"

SEC. 108. (a) Section 3501 of title 39, United States Code, is amended by—

(1) deleting from the first sentence of subsection (a) the following: "standard positions of postmaster in a fourth class office and rural carrier" and inserting in lieu thereof "standard position of rural carrier"; and

(2) inserting a new subsection (c) following subsection (b) as follows:

"(c) As of the effective date of this section, the Postmaster General shall determine and adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the fiscal year ending June 30, 1963, and the class of the office as of July 1, 1964. Thereafter the Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions."

(b) Chapter 45 of title 39, United States Code, is amended as follows:

(1) In subsection (c) of section 3513—

(A) Change the catchline to read "POST OFFICE CLERK. (KP-4)"; and

(B) Add the following new sentence to the end of paragraph (1): "This office has less than 190 revenue units annually."

(2) In subsection (e) of section 3516—

(A) Change the catchline to read "POSTMASTER. (KP-18)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$1,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 40 revenue units annually".

(3) In subsection (b) of section 3517—

(A) Change the catchline to read "POSTMASTER. (KP-20)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$4,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 110 revenue units annually".

(4) In subsection (b) of section 3518—

(A) Change the catchline to read "POSTMASTER. (KP-22)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$6,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 140 revenue units annually".

(5) In subsection (b) of section 3519—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-24)"; and

(B) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

(6) In subsection (c) of section 3519—

(A) Change the catchline to read "POSTMASTER. (KP-25)";

(B) Delete "second class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$16,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 380 revenue units annually".

(7) In subsection (b) of section 3520—

(A) Change the catchline to read "POSTMASTER. (KP-27)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

(8) In subsection (b) of section 3521—

(A) Change the catchline to read "POSTMASTER. (KP-29)";

(B) Delete "first class" appearing in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$129,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 3,060 revenue units annually".

(9) In subsection (b) of section 3522—

(A) Change the catchline to read "POSTMASTER. (KP-31)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$314,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 7,450 revenue units annually".

(10) In subsection (b) of section 3523—

(A) Change the catchline to read "POSTMASTER. (KP-33)";

(B) Delete "first class" appearing in the first sentence of paragraph (1); and

(C) Delete the second sentence of paragraph (1) and insert in lieu thereof: "This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction."

(11) In subsection (b) of section 3524—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-35)"; and

(B) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".

(12) In subsection (c) of section 3524—

(A) Change the catchline to read "POSTMASTER. (KP-36)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$1,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 23,700 revenue units annually".

(13) In subsection (a) of section 3525—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-37)"; and

(B) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".

(14) In subsection (b) of section 3525—

(A) Change the catchline to read "POSTMASTER. (KP-33)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".

(15) In subsection (a) of section 3526—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-39)"; and

(B) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".

(16) In subsection (b) of section 3526—

(A) Change the catchline to read "POSTMASTER. (KP-40)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$4,470,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 106,000 revenue units annually".

(17) In subsection (b) of section 3527—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-42)"; and

(B) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".

(18) In subsection (c) of section 3527—

(A) Change the catchline to read "POSTMASTER. (KP-43)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".

(19) In subsection (b) of section 3528—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-45)"; and

(B) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".

(20) In subsection (c) of section 3528—

(A) Change the catchline to read "POSTMASTER. (KP-46)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".

(21) In section 3529—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER (KP-47)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".

(22) In section 3530—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER (KP-48)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".

SEC. 109. Section 3542(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in section 3543 of this title, basic compensation shall be paid to all employees in accordance with such schedule."



## "Postal Field Service schedule"

| "PFS" | "Per annum rates and steps" |         |         |         |         |         |         |         |         |         |         |         |
|-------|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                           | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1     | \$3,945                     | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2     | 4,270                       | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3     | 4,615                       | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4     | 5,000                       | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5     | 5,345                       | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6     | 5,735                       | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7     | 6,140                       | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   |         |
| 8     | 6,650                       | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   |         |         |
| 9     | 7,190                       | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   |         |         |
| 10    | 7,830                       | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  |         |         |
| 11    | 8,650                       | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |         |         |
| 12    | 9,570                       | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  |         |         |
| 13    | 10,575                      | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  |         |         |
| 14    | 11,660                      | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  |         |         |
| 15    | 12,885                      | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  |         |         |
| 16    | 14,240                      | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  |         |         |
| 17    | 15,755                      | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  |         |         |
| 18    | 17,450                      | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  |         |         |
| 19    | 19,345                      | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  |         |         |         |         |
| 20    | 21,445                      | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |         |         |

SEC. 110. Section 3543(a) of title 39, United States Code, is amended to read as follows—  
 "(a) There is established a basic compen-

sation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be 'RCS'.

## "Rural carrier schedule"

|                                                                       | "Per annum rates and steps" |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------------------------------------------------------|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                       | 1                           | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                   |                             |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum                                          | \$2,240                     | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route | 82                          | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles                                  | 25                          | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

SEC. 111. (a) Section 3544 of title 39, United States Code, is amended to read as follows:

## "§ 3544. Compensation of Postmasters at Fourth-Class Offices"

"(a) The Postmaster General shall rank the position of postmaster of fourth-class offices in level 5 of the Postal Field Service Schedule and shall establish the annual rate of basic compensation for each such position in the proportion of the annual rate of basic compensation for positions in PFS-5 which he determines, in consideration of the postal needs of the patrons of the office, that the postmasters' hours of service bear to full-time service. Determinations made by the Postmaster General under this subsection shall be final and conclusive until changed by him.

"(b) Persons who perform the duties of postmaster at a post office of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave or leave without pay shall be compensated at the rate of basic compensation for PFS level 5, step 1, determined in accordance with subsection (a) of this section.

"(c) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of basic salary prorated over the pay periods the office is open for business during the fiscal year.

"(d) When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office computed on the basis of the first step of PFS level 5."

(b) In the operation of the amendment made by subsection (a) of this section, the following provisions shall govern:

(1) Each postmaster at a fourth-class office on the effective date of this section shall be assigned, as of such date—

(A) to that numerical step of level 5 of the Postal Field Service Schedule (PFS-5) which corresponds to the numerical step of the Fourth-Class Office Schedule (FOS) receipts category which he occupied immediately prior to such assignment, or

(B) to the lowest step of level 5 of the Postal Field Service Schedule (PFS-5) which will provide him, for the number of hours of service determined under section 3544 of title 39, United States Code, compensation which is not less than the compensation to which he would otherwise be entitled, on the effective date of this section, under Fourth Class Schedule II (as if such schedule were in effect on such date),

whichever step provides the higher rate of compensation.

(2) If no step in level 5 of the Postal Field Service Schedule (PFS-5) will provide a postmaster, so assigned under paragraph (1) of this subsection, with compensation which is equal to or greater than the compensation which he would have received under Fourth Class Schedule II (as if such schedule were in effect on the effective date of this section), such postmaster shall receive compensation at a rate equal to the applicable rate fixed under Fourth Class Schedule II (as if such schedule were in effect on the effective date of this section) and the provisions of section 3544 of title 39, United States Code (as such provisions existed immediately prior to the effective date of this section). Subject to the provisions of section 3560 of title 39, United States Code, the compensation of a postmaster paid in accordance with the immediately preceding sentence shall be adjusted in accordance with changes in the gross postal receipts of his post office as though this Act had not been enacted. The compensation of a postmaster paid in accordance with any of the foregoing pro-

visions of this paragraph shall continue in effect until such postmaster is entitled to receive compensation at a higher rate by reason of the operation of this Act or any other provision of law.

(3) If changes in the gross postal receipts category or changes in salary step otherwise would occur on the effective date of this section (without regard to the enactment of this section), such changes shall be held and considered to have occurred prior to assignment under paragraph (1) of this subsection.

(c) The table of contents of chapter 45 of title 39, United States Code, is amended by deleting:

"3544. Fourth Class Office Schedule."; and inserting in lieu thereof

"3544. Compensation of Postmasters at Fourth-Class Offices."

SEC. 112. (a) Subsection (a) of section 6007 of title 39, United States Code, is amended to read as follows:

"(a) The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee."

(b) Section 2009 of title 39, United States Code, is amended by deleting "at any price less than eight cents per piece" and inserting in lieu thereof "at any price less than the fees established pursuant to section 6007(a) of this title."

SEC. 113. Section 3560 of title 39, United States Code, is amended—

(1) by deleting from subsection (a) "(3) gross receipts category, with respect to the Fourth-Class Office Schedule" and inserting in lieu thereof "(3) minimum hours of service with respect to postmasters in fourth-class post offices"; and

(2) by deleting from subsection (f) "(1) reductions in class or gross receipts category of any post office, or" and inserting in lieu thereof "(1) reductions in class, revenue units of any post office, or the minimum hours of service for a fourth-class post office, or".

SEC. 114. Section 3552 of title 39, United States Code, is amended by adding the following new subsection at the end thereof:

"(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

SEC. 115. (a) Section 711 of title 39, United States Code, is repealed.

(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

"711. Method of determining gross receipts."

SEC. 116. (a) The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.



(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this section, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

(b) Section 3541(f) of title 39, United States Code, relating to computation of rates, is amended to read as follows:

"(f) In the computation of rates, all remaining fractions of a cent shall be eliminated."

#### EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

SEC. 117. (a) Section 4103 of title 38, United States Code, relating to the appointment and annual salaries of certain staff positions in the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4103. Office of the Chief Medical Director

"(a) The Office of the Chief Medical Director shall consist of the following—

"(1) The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(2) The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(3) Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.

"(4) Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.

"(5) A Director of Nursing Service, who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.

"(6) A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.

"(7) Such other personnel and employees as may be authorized by this chapter.

"(b) Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.

"(c) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position."

(b) The table of contents of chapter 73 of title 38, United States Code, is amended by striking out

"4103. Appointments and compensation." and inserting in lieu thereof:

"4103. Office of the Chief Medical Director."

(c) Section 2 of the Act of July 31, 1894, as amended (5 U.S.C. 62), shall not apply to any individual appointed, before January 1, 1964, as Chief Medical Director under section 4103 of title 38, United States Code; but section 212 of the Act of June 30, 1932, as amended (5 U.S.C. 59a), shall apply, in accordance with its terms, to any such individual.

SEC. 118. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

#### "SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$24,500.

"Medical Director, \$21,445 minimum to \$24,445 maximum.

"Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.

"Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.

"Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.

"Chief Dietitian, \$16,460 minimum to \$21,590 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

#### "PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$18,935 minimum to \$24,175 maximum.

"Executive grade, \$17,655 minimum to \$23,190 maximum.

"Chief grade, \$16,460 minimum to \$21,590 maximum.

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7.....  | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250"   |

SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows:

"(a) There shall be ten classes of Foreign Service staff officers and employees, referred

"Senior grade, \$14,170 minimum to \$18,580 maximum.

"Intermediate grade, \$12,075 minimum to \$15,855 maximum.

"Full grade, \$10,200 minimum to \$13,395 maximum.

"Associate grade, \$8,550 minimum to \$11,205 maximum.

#### "NURSE SCHEDULE

"Assistant Director grade, \$14,170 minimum to \$18,580 maximum.

"Chief grade, \$12,075 minimum to \$15,855 maximum.

"Senior grade, \$10,200 minimum to \$13,395 maximum.

"Intermediate grade, \$8,550 minimum to \$11,205 maximum.

"Full grade, \$7,210 minimum to \$9,415 maximum.

"Associate grade, \$6,315 minimum to \$8,205 maximum.

"Junior grade, \$5,505 minimum to \$7,170 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

#### FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 119. Section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows:

#### "FOREIGN SERVICE OFFICERS

"SEC. 412. There shall be 10 classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5.....  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6.....  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830"   |

SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946, shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

#### AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

SEC. 122. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 102 of this Act for corresponding rates of



compensation in the appropriate schedule or scale of pay.

#### MISCELLANEOUS PROVISIONS

SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

"(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate."

#### ABSORPTION OF COSTS

SEC. 124. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such departments, agencies, establishments, and corporations in such manner and to such extent as the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

(b) Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

(c) Nothing contained in subsection (a) of this section shall be held or considered to require (1) the separation from the service of any individual by reduction in force or other personnel action or (2) the placing of any individual in a leave-without-pay status.

Mr. MURRAY (during the reading of title I). Mr. Chairman, I ask unanimous consent that the further reading of title I be dispensed with and that it be printed in the RECORD and be open for amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

The Clerk concluded the reading of title I.

The CHAIRMAN. Are there any amendments to title I?

If not, the Clerk will read.

The Clerk read as follows:

#### TITLE II—FEDERAL LEGISLATIVE SALARIES

SEC. 201. This title may be cited as the "Federal Legislative Salary Act of 1964".

SEC. 202. (a) Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation in an amount equal to the greater of the following amounts, as applicable:

(1) an amount equal to 3½ per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law) in effect immediately prior to the effective date of this section plus 1 per centum of such gross rate for each whole

multiple, or part of a multiple, of \$500 basic compensation; or

(2) an amount equal to 5 per centum of such gross rate.

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by reason of any other provision of this title, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section in that gross rate which is nearest in amount to the total annual compensation of such officer or employee.

(c) Each of the limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives shall be increased by 7 per centum. The amount of each increase under this subsection shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

(1) by striking out "\$8,880" where it first appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(2) by striking out "\$8,880" at the second place where it appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

(f) (1) This subsection is enacted as an exercise of the rule making power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

(A) by striking out "\$8,880" where it first appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(B) by striking out "\$8,880" at the second place where it appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

SEC. 203. (a) The compensation of the Comptroller General of the United States shall be at the rate of \$30,000 per annum.

(b) The compensation of the Assistant Comptroller General of the United States shall be at the rate of \$29,000 per annum.

(c) The compensation of the General Counsel of the United States General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol shall be at the rate of \$28,000 per annum.

(d) The compensation of the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol shall be at the rate of \$27,000 per annum.

(e) The compensation of the Second Assistant Architect of the Capitol shall be at the rate of \$26,000 per annum.

(f) The compensation of the Chaplain of the House of Representatives shall be at the rate of \$12,500 per annum.

SEC. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum."

SEC. 205. No officer or employee subject to section 202(a) or 202(b) of this title shall receive, by reason of any provision of this title, an increase in gross rate of compensation (basic compensation plus additional compensation authorized by law), or in total annual compensation, which is in excess of the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this Act for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended.

Mr. MURRAY (during the reading of title II). Mr. Chairman, I ask unanimous consent that the further reading of title II be dispensed with and that it be printed in the RECORD and that it be open for amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

The Clerk concluded the reading of title II.

The CHAIRMAN. Are there any amendments to title II?

#### AMENDMENT OFFERED BY MR. JONES OF MISSOURI

Mr. JONES of Missouri. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. Jones of Missouri: On page 38, immediately following line 12, insert the following:

"SEC. 205. (a) Notwithstanding any other provision of law and in recognition of the fact that the duties and responsibilities of a Member of Congress are conducted on a full-time basis, there shall be deducted from the compensation in any year of each Senator, Representative in Congress, and the Resident Commissioner from Puerto Rico an amount equal to the amount of compensation which such official has received for personal services from other sources during such year up to the amount of any increase provided in this Act. Personal services shall be deemed to include any personal service performed by the individual for which he receives a salary, commission, fee, retainer, honorarium, per diem, or any other compensation received in return for rendering such personal service, but shall not include dividends, interest, rentals, pensions, disability benefits, insurance, retirement income or any other form of income which is not predicated upon the rendering of any personal service."

(Mr. JONES of Missouri asked and was given permission to revise and extend his remarks.)

Mr. JONES of Missouri. Mr. Chairman, I offered this amendment when the bill was before the House on March 12. As was to be expected, the amendment was voted down. However, after the session that day several Members came to me and said, "I did not understand what you were trying to do."



I shall try to make this very clear. I believe a majority of the people recognize that service as a Member of Congress should represent a full-time job, at least while Congress is in session, and that any service or obligation a Member has which would take him away from his congressional duties and which would prevent him from attending committee meetings and prevent him from being on the floor of the House—or on the floor of the other body—contributes to extending the length of the session.

Let me explain what the amendment would do. Let us presume that the bill is passed and that the salary is increased \$7,500 a year. The amendment provides that any personal-service compensation or remuneration which a Member receives during the year is to be deducted from—and up to—the amount of the increased salary. This is for personal service only, predicated upon the presumption the personal service requires a person to be away from his duties here in the House. That might include a salary. It might be a commission for a sale he is making as a salesman. It might be a fee. It might be a retainer. It might be an honorarium. It might be a per diem. It would include anything that was a personal service.

If that Member during the year received, for personal services, \$5,000, that \$5,000 would be deducted from the \$7,500 he would receive in additional salary.

The people have told us many times that the Members of Congress are underpaid, and that is the basis, I presume, upon which the committee and others who are supporting this legislation are supporting it. They say that a Member needs to have more compensation. They say a Member who lives in the Far West, in the Deep South, in the Midwest, or in another part of the country, is prevented, because of his service in the Congress—though I believe he was elected for full-time service—from being here.

I believe Members should have no hesitancy about including income from personal services, since other Members, because of their residence or because of their employment—profession, or whatever it may be—do not have an opportunity to get the additional money. I believe that would be fair.

This would put Members of Congress upon a more equitable basis so far as their income is concerned.

I wish to make one point quite clear. This would not include income from dividends, from interest, from rentals, from pensions, from disability benefits, from insurance, or from retirement income. The only thing that this would affect would be that income from personal service which takes a Member away from the House of Representatives—or from the other body, as the case might be.

My contention is this, that if all Members felt they were going to have to give up a part of this income—let us say a lawyer in Philadelphia or some other professional man who wants to be away from here every Monday or every Friday and he is not making himself avail-

able—then I think he might be inclined to be here. If this House and this Congress could stay in session for 7 months a year, as the law says it should be, then I think we could get this job done and we could adjourn by July 31, as the law provides, and we could get out of here. I think and I hope I have made myself clear. If I have not, I would be glad to answer any questions you might have on that.

The CHAIRMAN. The time of the gentleman has expired.

(Mr. JONES of Missouri asked and was given permission to proceed for 5 additional minutes.)

Mr. MOSS. Mr. Chairman, will the gentleman yield?

Mr. JONES of Missouri. I yield to the gentleman from California.

Mr. MOSS. I cannot deny that I have a great deal of sympathy with the situation you are attempting to correct by your amendment, but as I read your amendment, I am afraid you do great violence in attempting to end an abuse.

Mr. JONES of Missouri. In attempting to do what?

Mr. MOSS. In attempting to end an abuse. In the first place, you confine this exclusively to the Members of Congress. Many others are going to receive increased compensation under this legislation. They also perhaps take an honorarium and may take several in the course of a year. Yet you do not propose under this amendment to require that they return this to the Government in lieu of the increase in salary. Is that correct?

Mr. JONES of Missouri. I would say this to the gentleman, that the employees of the House of Representatives can be under the rules of the House and they could be taken care of in that manner. I think you will also find that the chairman of a committee or the officers of the House can see that the staff members or the people you are referring to in the legislative branch are taken care of.

Mr. MOSS. Would the gentleman yield further?

Mr. JONES of Missouri. Yes.

Mr. MOSS. You do not cover judges or employees of the executive departments of the Government or members of the independent boards or commissions established under the authority of the Government, do you?

Mr. JONES of Missouri. I do not cover them for this reason: I am trying to deal with a problem here. Frankly, as I have stated in the past, I do not think that the legislative branch has any business in this bill to start with, but if we are going to try to improve the legislative branch and the set-up that we have here, this should be the opportunity to do it. If you want to go and correct the others, that is all right. All I am trying to do is something that I know about here in this House and some of the practices going on with regard to some of the income, I think. You say you want to put these people on a comparable level. This would put them on a level, and they would get their \$32,500 or whatever it is.

Mr. MOSS. Could we look at a hypothetical case where injustice occurs

under your amendment? You have discussed the problem of those of us who are many miles removed from the Nation's Capital with our place of residence.

Mr. JONES of Missouri. Yes.

Mr. MOSS. I come from California.

Mr. JONES of Missouri. That is right.

Mr. MOSS. Supposing in the course of a year I might have \$1,000 or \$1,500 in honorariums and somebody nearby the Capital would have \$15,000 in honorariums. I would be forced to give up the entirety of my income from honorariums, but the other party would be required to give up only 50 percent.

Mr. JONES of Missouri. That is right.

Mr. MOSS. I think you might encourage greater activity in that area rather than less.

Mr. JONES of Missouri. They would also be subject to being here in the House of Representatives where their job is.

Mr. ALBERT. Mr. Chairman, will the gentleman yield?

Mr. JONES of Missouri. Yes. I yield to the majority leader.

Mr. ALBERT. I know the gentleman is endeavoring to do something which he feels is in the interest of the Congress and of the country. However, I am not sure it will do equity, and I am not sure it will not complicate the administration of the act. What about persons owning many properties who have managerial responsibilities which keep them away from Congress? It is difficult to say whether this would be personal service or not, but it would involve their personal time.

Mr. JONES of Missouri. There is nothing wrong about it, Mr. ALBERT, except that I think this: We have a responsibility to be here when the Congress is in session. I think an amendment of this kind would be conducive to keeping a quorum here so that we would not have the Tuesday to Thursday Club operating.

Mr. ALBERT. Mr. Chairman, I think the gentleman's amendment would be discriminatory as between someone who performs a personal service for someone else and someone who had important managerial responsibilities connected, say, with his own business.

Mr. JONES of Missouri. I think it is easy to find excuses why we could not do this. But I think this would at least make a start to keep people here on the job. I would be glad to hear from someone who would take the position that being a Member of Congress is not a full-time job while Congress is in session.

Mr. FULTON of Pennsylvania. Mr. Chairman, will the gentleman yield?

Mr. JONES of Missouri. I yield.

Mr. FULTON of Pennsylvania. Mr. Chairman, I believe one of the defects of the gentleman's amendment is that the language is not clear. For example, while I am from the city of Pittsburgh I also run a sheep ranch. Farming is within the scope of a personal service, although I am not out there doing the work. But I must say that if the farmers of this House are going to be eliminated from farming for most of the year while Congress is in session you are not going to get very many votes for this amendment.



Mr. JONES of Missouri. I do not think they would be eliminated. In other words, each Member here makes out an income tax return, or I presume he does. And then he shows personal service on that income tax return, if he had any. I do not say this will make everybody pure. I do not think it is going to compel everybody to make out a correct income tax return, but at least it will lead toward that end.

Mr. Chairman, I ask for a vote on the amendment.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Missouri [Mr. JONES].

The question was taken; and on a division (demanded by Mr. JONES of Missouri) there were—ayes 13, noes 90.

So the amendment was rejected.

AMENDMENT OFFERED BY MR. JONES OF MISSOURI

Mr. JONES of Missouri. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. JONES of Missouri: On page 37, lines 20 through 25, and on page 38, lines 1 through 3, strike out all of section 204 and add a new section to read as follows:

"SEC. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31) is amended by adding the following:

"(b) Notwithstanding any other provision of law and in recognition of the full-time responsibilities of Senators, Representatives, and the Resident Commissioner, each such official in addition to the compensation provided above, shall receive from the first day of January until the thirty-first day of July each year the sum of \$50 for each day that he is actually in Washington, D.C., available for attendance at committee meetings or during sessions of the House or Senate as the case may be when such legislative body is in session. On and after July 31 of each year, the compensation of each such official shall be reduced in the amount of \$50 for each day that he is not actually in attendance in the House or Senate as the case may be when such legislative body is in session and during the session of Congress; *Provided*, That such official shall be deemed to be present, for the purposes of this Act if he or she is confined to a hospital, or is confined to his or her bed under the daily care of a physician who will certify to such fact; and *Provided further*, That such official shall be deemed to be present on Sundays and legal holidays when the body of Congress of which he or she is a Member is not in session, as well as those days when that body is in official recess."

(Mr. JONES of Missouri asked and was given permission to revise and extend his remarks.)

Mr. JONES of Missouri. Mr. Chairman, this amendment is based on a per diem. It is based on a per diem in addition to the present salary.

Mr. Chairman, Congress can complete its work by July 31, as the law sets out, and during those days, from January 1 until the 31st day of July of each year, the Member who is then in Washington and available for attendance here in the House of Representatives shall receive in addition to his regular compensation \$50 a day as a per diem.

Mr. Chairman, some State legislatures use this form of payment and it has been found to increase attendance, and this will make members available on all

days that the House is in session. After July 31 there would be a penalty for the days that a Member is absent from Congress.

Mr. Chairman, I believe this amendment offers an incentive and it also provides a penalty. The incentive would be comparable to the proposed increase under the present bill. If a Member comes to Washington and makes himself available during the time Congress is in session, from January 1 through July 31, he would receive the equivalent amount of money that he would receive under this bill. After July 31 he would be penalized.

Mr. Chairman, I am not very optimistic but at least I would like to see a vote on this amendment and see if anyone is interested in cutting out the "Tuesday-to-Thursday Club."

The CHAIRMAN. The question is on the amendment of the gentleman from Missouri.

The amendment was rejected.

AMENDMENT OFFERED BY MR. RHODES OF PENNSYLVANIA

Mr. RHODES of Pennsylvania. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. RHODES of Pennsylvania: On page 38, immediately following line 12, insert the following new section:

"SEC. 206. Notwithstanding any other provision of law and in recognition of the fact that the duties and responsibilities of Members of Congress are conducted solely as representatives of the public, each Member of the Congress and the Resident Commissioner from Puerto Rico shall, on or before the 15th day of April of each year beginning with the year 1965, submit to the Clerk of the House or the Secretary of the Senate, as the case may be, a statement consisting of a full and complete disclosure of the amount or amounts of all compensation and incomes which such Member or Resident Commissioner shall have received, during the immediately preceding calendar year, from any source or sources, other than compensation or incomes received by him for or in connection with his service as such Member or Resident Commissioner in the Congress as provided by law. Such statements filed with the Clerk of the House or the Secretary of the Senate, as the case may be, and any related information filed therewith, shall be held by the Clerk of the House and the Secretary of the Senate as matters of public record and shall be available for public access thereto at any time during the regular business hours of the Office of the Clerk of the House or the Secretary of the Senate, as the case may be."

Mr. RHODES of Pennsylvania. Mr. Chairman, my amendment for compulsory public disclosure of assets and income of Members of Congress, if adopted, will make it less difficult for many Members to support the pay legislation now under consideration.

Public disclosure of assets and income may be objectionable to some but it would protect most Members against unfair criticism which has been leveled against the Congress, and which casts a cloud of suspicion on every Member of the House and Senate.

A detailed statement of this type would inform citizens of some of the financial problems faced by many Members, particularly those of us who must depend on

their congressional pay to make ends meet.

It seems to me that this amendment would receive much popular support and, if adopted, would expose many of the efforts that are made to discredit the Congress. By distorting the congressional pay issue, political opponents can use the issue to confuse the voters and take the minds of the people off of important legislation that affects the national interest and the welfare of the average citizen.

Much of the opposition to congressional pay comes from citizens who feel that Congress has been negligent in not enacting legislation which is essential in increasing the opportunities and lifting the living standards of the millions of our fellow citizens who are not properly sharing in our Nation's abundance and increasing productivity.

They are looking to the Congress for legislation to boost social security benefits, and to broaden the program to include medical care for the aged. They are interested in the kind of legislation that would help bring about a better balance in our topheavy economy. Such legislation as proposed to increase income tax exemptions to \$800 or \$1,000, and a pension for World War I veterans, which would give needed purchasing power to those who need it most. It would give them a better share in the abundance with which this Nation is blessed. It would help ease the problems caused by automation and unemployment.

President Johnson's effort to strike at social injustice with his antipoverty program is an important step in this direction. Because of the President's concern about needless human distress and his efforts to help our senior citizens, the jobless, and other needy citizens, his proposal for improved Federal pay legislation is consistent and contains much merit.

The President's request for salary adjustments is in line with his efforts to recruit special talent, which is difficult to secure with salaries much lower than those outside the Federal service.

It is a privilege, Mr. Chairman, to serve as a Member of this House. This is more compensating than any monetary reward. I realize, however, that with heavy expenses of House Members and the cost of election campaigns, it becomes increasingly difficult for persons of moderate means to be elected to this important body. This is especially true of Members who support liberal and progressive legislation and who must often face a hostile press and heavy campaign contributions to their opponents from wealthy individuals and groups.

Personally, I would prefer if the pay raise for Members of Congress would be separated from this Federal pay increase bill, regardless of the case that can be made for the raise for Members of Congress.

There are many talented and devoted people in the Federal service who, at a financial sacrifice to themselves, are making an important contribution to our country. Many are scientists, researchers, physicians, and other professional people. I also feel that this legislation is important to conscientious and dedicated postal employees and other Federal



workers, particularly those in the lower paid brackets. It is for that reason that I hope this amendment will be adopted, which I believe will assure the enactment of this Federal pay bill.

Mr. PILLION. Mr. Chairman, will the gentleman yield?

Mr. RHODES of Pennsylvania. I yield to the gentleman from New York.

Mr. PILLION. What the gentleman seeks to do is to open up the income tax forms of Members of Congress to the public. Could not that be done by legislation which would attain that purpose by separate legislation?

Mr. RHODES of Pennsylvania. I would have no objection to that.

Mr. PILLION. They would be separated from everyone else, and we alone would have to make public our income tax statements.

Mr. WALLHAUSER. Mr. Chairman, I rise in opposition to the amendment offered by the gentleman from Pennsylvania [Mr. RHODES].

Mr. Chairman, worthy as the purpose of the gentleman who introduced this amendment may be, it seems to me it has no place in a salary bill. We are attempting to make salaries of governmental employees comparable to those in private industry. We are not inquiring into the financial resources of the Members of Congress. If the gentleman has this in mind, he should introduce separate legislation, it should be fully debated, hearings should be held, and then the question should be decided.

So I urge that this amendment be voted down. I question very much whether it is even germane, but no point of order was raised so it is too late for that. But in fact, the judgment of this House should not be taken on a matter so quickly. I hope the amendment will be defeated.

Mr. FRASER. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I should like to take a moment to commend the gentleman from Pennsylvania for what I think is an excellent proposal. I know these kinds of proposals have been submitted to the Congress year after year. I also know the practical difficulty of bringing these proposals out onto the floor. I do believe the amendment as offered is germane and is relevant. We are asking through this bill for an increase in congressional salaries, one that I think is merited, but at the same time, I believe the public would gain more confidence in the discharge of the representational duties of a Congressman if he were prepared to make a full disclosure of his sources of income.

(Mr. FRASER asked and was given permission to revise and extend his remarks.)

The CHAIRMAN. The question is on the amendment offered by the gentleman from Pennsylvania [Mr. RHODES].

The amendment was rejected.

AMENDMENT OFFERED BY MR. LATTA

Mr. LATTA. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. LATTA: On page 34, line 5, strike out all of title II, and renumber the succeeding titles.

Mr. LATTA. Mr. Chairman, I expect to oppose this administration-supported salary increase bill for the same reasons that I opposed it when it was defeated on March 12, 1964. The bill presently before us contains increases for Members of Congress, members of the Cabinet, members of the Supreme Court, and other Government employees in the upper pay brackets just as did the bill previously defeated. Reducing these salary increases by approximately one-fourth still does not remove my objections to them. I am opposed to any increases for these offices and particularly to the proposed increase for Members of Congress. As I informed this House on March 12, I am satisfied with the salary I have been receiving. Second, the proposed increase is more than the annual income of most families in my district. Third, I feel that we should not be borrowing money to increase salaries. It seems perfectly ridiculous to me to pass a \$533 million salary increase bill today and then vote to increase the debt limit next week to \$324 billion. I do not subscribe to this new fiscal philosophy that the way to keep from going in debt is to spend more money.

Mr. Chairman, it is apparent here today that the administration has changed enough votes to pass this bill. I shall, therefore, attempt to delete as many titles from the bill as possible. For this reason, I have offered the pending amendment to delete all of title II—Federal legislative salaries—from the bill. If my amendment to delete these congressional salaries from the bill is successful, I shall offer further amendments to strike title III, Federal executive salaries; and title IV, Federal judicial salaries; from the bill.

(Mr. LATTA asked and was given permission to revise and extend his remarks.)

The CHAIRMAN. The question is on the amendment offered by the gentleman from Ohio [Mr. LATTA].

The amendment was rejected.

AMENDMENT OFFERED BY MR. BARRY

Mr. BARRY. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. BARRY: Page 37, line 20, strike out section 204.

Mr. BARRY. Mr. Chairman, the purpose of this amendment is to give those Members who oppose getting this salary increase next January an opportunity to strike this section from the bill. There has been a great deal said about the irresponsibility of Congress in passing a tax cut and having a \$10 billion excess of appropriations over income and in the same session voting themselves a pay raise. This amendment knocks out the congressional salary increase provisions of this bill. I do not think it needs further debate as far as I am concerned.

The CHAIRMAN. The question is on the amendment offered by the gentleman from New York [Mr. BARRY].

The amendment was rejected.

The Clerk will read.

The Clerk read as follows:

#### TITLE III—FEDERAL EXECUTIVE SALARIES

SEC. 301. This title may be cited as the "Federal Executive Salary Act of 1964".

SEC. 302. There is hereby established for offices and position to which section 303 of this title applies a basic compensation schedule, to be known as the "Federal Executive Salary Schedule", which shall be divided into six salary levels.

SEC. 303. (a) Level I of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$32,500:

- (1) Secretary of State.
- (2) Secretary of the Treasury.
- (3) Secretary of Defense.
- (4) Attorney General.
- (5) Postmaster General.
- (6) Secretary of the Interior.
- (7) Secretary of Agriculture.
- (8) Secretary of Commerce.
- (9) Secretary of Labor.
- (10) Secretary of Health, Education, and Welfare.

(b) Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000:

- (1) Deputy Secretary of Defense.
- (2) Under Secretary of State.
- (3) Administrator, Agency for International Development.
- (4) Administrator of the National Aeronautics and Space Administration.
- (5) Administrator of Veterans' Affairs.
- (6) Administrator of the Housing and Home Finance Agency.
- (7) Chairman, Atomic Energy Commission.
- (8) Chairman, Council of Economic Advisers.
- (9) Chairman, Board of Governors of the Federal Reserve System.
- (10) Director of the Bureau of the Budget.
- (11) Director of the Office of Science and Technology.
- (12) Director of the United States Arms Control and Disarmament Agency.
- (13) Director of the United States Information Agency.
- (14) Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent.
- (15) Director of Central Intelligence.

(c) Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$29,000:

- (1) Deputy Attorney General.
- (2) Deputy Postmaster General.
- (3) Under Secretary of Agriculture.
- (4) Under Secretary of Commerce.
- (5) Under Secretary of Commerce for Transportation.
- (6) Under Secretary of Health, Education, and Welfare.
- (7) Under Secretary of the Interior.
- (8) Under Secretary of Labor.
- (9) Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs.
- (10) Under Secretary of the Treasury.
- (11) Under Secretary of the Treasury for Monetary Affairs.
- (12) Secretary of the Air Force.
- (13) Secretary of the Army.
- (14) Secretary of the Navy.
- (15) Administrator of the Federal Aviation Agency.
- (16) Administrator of General Services.
- (17) Administrator of the Small Business Administration.
- (18) Deputy Administrator of Veterans' Affairs.
- (19) Deputy Administrator, Agency for International Development.
- (20) Chairman of the National Mediation Board.
- (21) Chairman, Civil Aeronautics Board.



(22) Chairman of the United States Civil Service Commission.

(23) Chairman of the Railroad Retirement Board.

(24) Chairman, Federal Communications Commission.

(25) Chairman, Board of Directors, Federal Deposit Insurance Corporation.

(26) Chairman of the Federal Home Loan Bank Board.

(27) Chairman of the Federal Maritime Commission.

(28) Chairman, Federal Power Commission.

(29) Chairman, Federal Trade Commission.

(30) Chairman, Interstate Commerce Commission.

(31) Chairman, National Labor Relations Board.

(32) Chairman, Securities and Exchange Commission.

(33) Chairman, Board of Directors of the Tennessee Valley Authority.

(34) Comptroller of the Currency.

(35) Commissioner of Internal Revenue.

(36) Director of Defense Research and Engineering, Department of Defense.

(37) Deputy Administrator of the National Aeronautics and Space Administration.

(38) Deputy Director of the Bureau of the Budget.

(39) Deputy Director of Central Intelligence.

(40) Director of the Office of Emergency Planning.

(41) Director of the Peace Corps.

(42) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

(43) Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent.

(44) Members, Atomic Energy Commission.

(45) Members, Board of Governors of the Federal Reserve System.

(46) Members, Council of Economic Advisers.

(47) Director of National Science Foundation.

(48) Deputy Administrator of the Housing and Home Finance Agency.

(49) President, Export-Import Bank of Washington.

(d) The President is authorized from time to time to place offices and positions in levels IV, V, and VI of the Federal Executive Salary Schedule in accordance with subsections (e), (f), and (g) of this section. Each such action shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of national security.

(e) Offices and positions which the President is authorized to place in level IV include assistant secretaries of executive and military departments, general counsels of executive departments, members of regulatory boards and commissions, deputy heads of large agencies, heads of certain agencies and bureaus, and such other offices and positions the duties and responsibilities of which he deems appropriate for this level. The annual rate of basic compensation of such offices and positions shall be \$28,000.

(f) Offices and positions which the President is authorized to place in level V include heads of principal services and such other offices and positions the duties and responsibilities of which he deems appropriate for this level. The annual rate of basic compensation of such offices and positions shall be \$27,000.

(g) Offices and positions which the President is authorized to place in level VI include heads and board members of smaller agencies, deputy heads of other agencies, and such other offices and positions the duties

and responsibilities of which he deems appropriate for this level. The annual rate of basic compensation for such offices and positions shall be \$26,000.

(h) Notwithstanding any other provision of law, the members (other than the Chairman or President, as applicable, or the Comptroller of the Currency in his capacity as a member of the Board of Directors of the Federal Deposit Insurance Corporation) of each of the boards and commissions, the Chairman or President of which is placed in level III of the Federal Executive Salary Schedule by subsection (c) of this section, shall be placed in level IV of such schedule.

SEC. 304. (a) Section 104 of title 3, United States Code (relating to the compensation of the Vice President), is amended by striking out "\$35,000" and inserting in lieu thereof "\$43,000".

(b) Section 105 of title 3, United States Code, is amended to read as follows:

"§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President

"The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, and of eight other secretaries or other immediate staff assistants in the White House Office at rates of compensation not to exceed that of level II of the Federal Executive Salary Schedule."

*Conforming changes in existing law*

SEC. 305. The following provisions of law are hereby repealed:

(1) The Federal Executive Pay Act of 1956, as amended (5 U.S.C. 2201-2209), establishing rates of basic compensation for heads of executive departments and other Federal officials.

(2) Section 3012(h) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Army.

(3) Section 3013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Army at \$20,000 a year.

(4) Section 5031(d) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Navy.

(5) Section 5033(c) of title 10, United States Code, providing the annual salary of \$20,000 a year for the Under Secretary of the Navy.

(6) Section 304 of Public Law 87-651, approved September 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note), providing compensation of \$20,000 a year for Assistant Secretaries of the Navy.

(7) Section 8012(g) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Air Force.

(8) Section 8013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Air Force at \$20,000 a year.

(9) Section 137(c) of title 10, United States Code, fixing the compensation of the General Counsel of the Department of Defense at the rate prescribed by law for assistant secretaries of executive departments.

(10) (A) The last sentence of section 22 a. of the Atomic Energy Act of 1954, as amended (68 Stat. 924; 71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual salaries of the Chairman and members of such Commission, which reads: "Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum."

(B) That part of the first sentence of section 27 a. of the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C. 2037(a)), relating to

the salary of the Chairman of the Military Liaison Committee which reads: "and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense".

(11) That part of Reorganization Plan Numbered 1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C. 1332-15, note)—

(A) In section 2(b), relating to the annual salary of the Director of the Office of Emergency Planning, which reads: "and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments";

(B) In section 2(c), relating to the annual salary of the Deputy Director of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203)"; and

(C) In section 2(d) relating to the annual salaries of three Assistant Directors of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments";

(12) (A) That part of the second sentence of section 202(a) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual salary of the Administrator of the National Aeronautics and Space Administration, which reads: "and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of the first sentence of section 202(b) of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to the annual salary of the Deputy Administrator of such Administration, which reads: "shall receive compensation at the rate of \$21,500 per annum".

(13) (A) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), relating to the annual salary of a civilian executive secretary in the National Aeronautics and Space Council, which reads: "and shall receive compensation at the rate of \$20,000 a year".

(B) That part of section 204 of such Act (72 Stat. 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to the annual salary of the Chairman of the Civilian-Military Liaison Committee, as follows:

In subsection (a)(1), that part which reads: "and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum".

In the second sentence of subsection (d), that part which reads: "fixed by subsection (a)(1)".

(14) (A) That part of the second sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rank and salary of the Counselor and of the Legal Adviser of the Department of State, which reads: "and shall receive the same salary as".

(B) The last sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rate of basic compensation of the Deputy Under Secretaries of State, which reads: "Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State."

(C) That part of the second sentence of section 2(b) of the Act of May 26, 1949, as amended (73 Stat. 265; 5 U.S.C. 151b(b)), relating to the annual salary of the Under Secretary of State for Political Affairs or for Economic Affairs, as designated by the President, which reads: "shall receive compensation at the rate of \$22,000 a year and".

(15) The last sentence of section 210(a) of title 38, United States Code, relating to the annual salary of the Administrator of Veterans' Affairs, Veterans' Administration,



which reads: "He shall receive a salary of \$21,000 a year, payable monthly."

(16) (A) The last sentence of section 201 (a) (2) of the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C. 1321(a)(2)), relating to the annual salaries of the Chairman and members of the Civil Aeronautics Board, which reads: "Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as Chairman shall receive a salary at the rate of \$20,500 per annum."

(B) That part of the second sentence of section 301(a) of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating to the annual salary of the Administrator of the Federal Aviation Agency, which reads: ", and who shall receive compensation at the rate of \$22,500 per annum."

(C) That part of the second sentence of section 302(a) of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: "shall receive compensation at the rate of \$20,500 per annum, and"

(17) (A) The last sentence of section 22 of the Arms Control and Disarmament Act (75 Stat. 632; 22 U.S.C. 2562), relating to the annual salary of the Director of the United States Arms Control and Disarmament Agency, which reads: "He shall receive compensation at the rate of \$22,500 per annum."

(B) The second sentence of section 23 of such Act (75 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of the Deputy Director of such Agency, which reads: "He shall receive compensation at the rate of \$21,500 per annum."

(C) The second sentence of section 24 of such Act (75 Stat. 632; 22 U.S.C. 2564), relating to the annual salaries of the four Assistant Directors of such Agency, which reads: "They shall receive compensation at the rate of \$20,000 per annum."

(18) Section 3 of the Act of March 2, 1955 (69 Stat. 10; 5 U.S.C. 294, 293, 295a), relating to the annual salaries of certain officials of the Department of Justice, which reads:

"Sec. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

"(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.

"(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum."

(19) (A) The last sentence of section 102 (c) of Reorganization Plan Numbered 7 of 1961 (75 Stat. 840; 5 U.S.C. 133z-15, note), relating to the annual salaries of the Chairman and members of the Federal Maritime Commission, which reads: "The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum."

(B) That part of section 201 of such reorganization plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to the annual salary of the Maritime Administrator in the Department of Commerce, which reads: "shall receive a salary at the rate of \$20,000 per annum."

(20) That part of the fourth sentence of section 4(a) of the Securities Exchange Act of 1934, as amended (74 Stat. 408 and 913; 15 U.S.C. 78d(a)), relating to the annual salaries of the Chairman and Commissioners of the Securities and Exchange Commission, which reads: "shall receive a salary at the rate of \$20,000 a year, except that the Chairman shall receive additional salary at the rate of \$500 a year and"

(21) Section 8 of the Food Additives Amendment of 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the annual salary of the Commissioner of Food and Drugs at \$20,000 per annum.

(22) That part of the first sentence of section 3 of the Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502), relating to the annual salary of the Area Redevelopment Administrator in the Department of Commerce, which reads: "who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce."

(23) The last sentence of section 203(b) (1) of the National Security Act of 1947 (72 Stat. 520; 5 U.S.C. 171c(b)(1)), relating to the annual salary of the Director of Defense Research and Engineering in the Department of Defense, which reads: "The compensation of the Director is that prescribed by law for the Secretaries of the military departments."

(24) In section 303(a) of title 23, United States Code,

(A) That part of the second sentence, relating to the annual salary of the Federal Highway Administrator in the Department of Commerce, which reads: "shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and"; and

(B) The last sentence, relating to the annual salary of the Deputy Federal Highway Administrator in such department, which reads: "The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator."

(25) The last proviso in the paragraph under the heading "IMMIGRATION AND NATURALIZATION SERVICE" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1959 (72 Stat. 251; 5 U.S.C. 2206, note), relating to the annual salary of the Commissioner of the Immigration and Naturalization Service, which reads: ": Provided further, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum."

(26) The second paragraph of section 3 of title 35, United States Code, relating to the annual salary of the Commissioner of Patents which reads: "The annual rate of compensation of the Commissioner shall be \$20,000."

(27) That part of section 4(a) of the Peace Corps Act (75 Stat. 612; 22 U.S.C. 2503 (a)), relating to the annual salaries of the Director and of the Deputy Director of the Peace Corps, which reads: ", whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum," and ", whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum."

(28) (A) Section 308 of title 39, United States Code, fixing the annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department at \$19,000.

(B) That part of the table of contents of chapter 3 of title 39, United States Code, which reads as follows:

"308. Chief Postal Inspector."

(29) That part of the first sentence of section 4 of the International Travel Act of 1961 (75 Stat. 130; 22 U.S.C. 2124), relating to the annual salary of the Director of the United States Travel Service in the Department of Commerce, which reads: "who shall be compensated at the rate of \$19,000 per annum."

(30) Section 14(b) of the Federal Employees Health Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)), which fixes the compensation of the Executive Director of the United States Civil Service Commission at \$19,000 per annum.

(31) That part of the first sentence of section 107(c) of the Renegotiation Act of 1951, as amended (73 Stat. 211; 50 U.S.C. App. 1217(c)), relating to the annual salary of the General Counsel of the Renegotiation Board, which reads: ", and shall receive compensation at the rate of \$19,000 per annum."

(32) (A) That part of the third sentence in section 201(a) of the National Capital Transportation Act of 1960 (74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual salary of the Administrator of the National Capital Transportation Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum."

(B) That part of the first sentence of section 201(b) of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended."

(33) The last sentence of section 624(d) (1) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(d)(1)), as amended, fixing the compensation of certain officials in the Department of State, which reads: "The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually."

(34) That part of section 202 of the Act of July 1, 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual salary of the Administrative Assistant Secretary of Health, Education, and Welfare, which reads: ", and whose annual rate of basic compensation shall be \$19,000"

(35) That part of the Public Works Appropriation Act, 1963, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BUREAU OF RECLAMATION" and the subheading "ADMINISTRATIVE PROVISIONS" (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual salary of the present incumbent of the position of Commissioner of the Bureau of Reclamation, which reads:

"After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent."

(36) That part of the Public Works Appropriation Act, 1962, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BONNEVILLE POWER ADMINISTRATION" and the subheading "CONSTRUCTION" (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual salary of the present incumbent of the position of Administrator, Bonneville Power Administration, which reads:

"After October 1, 1961, the position of Administrator, Bonneville Power Administration, shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent."

(37) Section 205 of the Public Works Appropriation Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note), as amended, relating to the salary of the present incumbent of the position of Administrator of the Southwestern Power Administration in the Department of the Interior, and to the salary of the Administrative Assistant Secretary of such Department, which reads:

"Sec. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior."

(38) The proviso in the first paragraph under the heading "FEDERAL BUREAU OF IN-



VESTIGATION" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1964 (77 Stat. 782; Public Law 88-245), relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation, which reads: "Provided, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent" and provisions to the same effect contained in other appropriation Acts enacted prior to the effective date of this section relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation.

(39) That part of section 7801(b)(2) of the Internal Revenue Code of 1954, as amended, relating to the annual salary of the Assistant General Counsel of the Treasury Department who shall be the Chief Counsel for the Internal Revenue Service, which reads: "and shall receive basic compensation at the annual rate of \$19,000".

(40) (A) Sections 3018, 5014, and 8018 of title 10, United States Code, relating to the compensation of the general counsels of the military departments.

(B) The respective tables of contents of chapters 303, 503, and 803 of title 10, United States Code, are amended by striking out

"3018. Compensation of General Counsel.";

"5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel."

(41) The proviso contained in the first sentence of section 5(d) of the Farm Credit Act of 1953, as amended (75 Stat. 793; 12 U.S.C. 636d(d)), relating to the annual salaries for not more than three positions of deputy governor each shall be fixed by the Board at a rate not exceeding the maximum scheduled rate of the General Schedule of the Classification Act of 1949, as amended.

(42) (A) That part of section 2(a) of Reorganization Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the Office of Science and Technology, which reads: "and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of section 2(b) of such reorganization plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Deputy Director of the Office of Science and Technology, which reads: "and receive compensation at the rate of \$20,500 per annum".

(C) That part of section 22(a) of such reorganization plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the National Science Foundation, which reads: "shall receive compensation at the rate of \$21,000 per annum and".

(43) That part of section 624(a) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)), relating to the compensation of twelve officers in the agency primarily responsible for administering part I of such Act, which reads: "of whom—

"(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an Executive Department;

"(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an Executive Department; and

"(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an Executive Department."

(44) That part of the first sentence of section 104(b) of the Immigration and Nationality Act (66 Stat. 174; 8 U.S.C. 1104(b)), relating to the rank and compensation of the Administrator, Bureau of Security and Consular Affairs, which reads: "and compensation".

SEC. 306. (a)(1) Section 508 of title 28, United States Code, is amended to read as follows:

#### § 508. Salaries.

"Subject to subsection (d) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended."

(2) Subject to sections 303(d) and 501 (a) and (c) of this Act, each incumbent United States attorney and assistant United States attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and professional qualifications, as determined by the Attorney General, whose compensation is prescribed in the General Schedule of the Classification Act of 1949, as amended.

(b) Section 411 of the Foreign Service Act of 1946, as amended (70 Stat. 704; 22 U.S.C. 866), relating to the per annum salaries of chiefs of mission, is amended by striking out the second sentence of that section and inserting in lieu thereof the following: "The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V."

(c) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), fixing a limit of \$19,000 on the compensation of seven persons in the National Aeronautics and Space Council, is amended by striking out "compensated at the rate of not more than \$19,000 a year," and inserting in lieu thereof "compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended."

(d) Clause (A) of section 203(b)(2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473(b)(2)), as amended, is amended to read as follows: (A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and".

(e) Section 6(f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out "at a rate in excess of \$20,000 per annum" and by inserting in lieu thereof "at a rate in excess of the rate provided by law for level VI of the Federal Executive Salary Schedule".

(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the annual salary of the General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the Commission" and (B) by striking out that part which reads: "

and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum";

(2) In the last sentence of section 24 b. (71 Stat. 612; 42 U.S.C. 2034(b)), relating to the annual salary of the Deputy General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum";

(3) In the last sentence of section 24 c. (71 Stat. 612; 42 U.S.C. 2034(c)), relating to the annual salaries of the Assistant General Managers (or their equivalents) of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum";

(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a)), relating to the annual salaries of directors of program divisions of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum";

(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual salaries of certain executive management positions in such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum"; and

(8) In the second sentence of section 28 (68 Stat. 926; 42 U.S.C. 2038), relating to the compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in such Commission, by striking out that part which reads "and the compensation prescribed in section 25" and inserting in lieu thereof, "and the compensation for directors of other program divisions".

(g) Section 2 of the Act of July 30, 1946, as amended (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to the compensation of the United States representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization, is amended by striking out "Such representatives and alternates shall each be entitled to receive compensation at such rates, not to exceed \$15,000 per annum, as the President may determine," and inserting in lieu thereof "Such representatives and alternates shall each be entitled to receive compensation at such rates provided by section 412 of the Foreign Service Act of 1946, as amended, as the President may determine."

(h) Section 2 of the Act of July 1, 1947 (61 Stat. 215; 22 U.S.C. 289a), relating to the compensation of the United States representatives and alternates at sessions of the general council and at sessions of the executive committee of the International Refugee



Organization, is amended by striking out "Such representative or representatives shall each be entitled to receive compensation at a rate not to exceed \$12,000 per annum, and any such alternate shall be entitled to receive compensation at a rate not to exceed \$10,000 per annum," and inserting in lieu thereof "Such representative or representatives, and any such alternate, shall be entitled to receive compensation at one of the rates provided by section 412 of the Foreign Service Act of 1946, as amended."

(i) The third sentence of section 2 of the Act of May 29, 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read as follows: "Except as provided in subsection (d) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule."

(j) (1) Sections 2 and 3 of the Act of July 25, 1958 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), relating to the compensation of the Commissioners of the District of Columbia, are amended to read as follows: "Sec. 2. Except as otherwise provided by this section and section 3 of this Act—

"(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$26,500 each per annum; and

"(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.

"Sec. 3. Notwithstanding any other provision of law—

"(1) the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$27,000 per annum; and

"(2) if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section."

(2) Section 11-702(d) of the District of Columbia Code (77 Stat. 484; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of Appeals, is amended—

(A) by striking out "\$19,000" and inserting in lieu thereof "\$26,000"; and

(B) by striking out "\$18,500" and inserting in lieu thereof "\$25,500".

(3) Section 11-902(d) of the District of Columbia Code (77 Stat. 487; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of General Sessions, is amended—

(A) by striking out "\$18,000" and inserting in lieu thereof "\$25,000"; and

(B) by striking out "\$17,500" and inserting in lieu thereof "\$24,500".

(4) The first sentence of the second paragraph of section 2 of the District of Columbia Revenue Act of 1937, as amended (D.C. Code, sec. 47-2402), relating to the compensation of the person appointed to the District of Columbia Tax Court, is amended by striking out "\$17,500" and inserting in lieu thereof "\$24,500".

(5) That part of the salary schedule in section 1 of the District of Columbia Teachers' Salary Act of 1955, as amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relating to the compensation of the Superintendent of Schools, and Deputy Superintendent of Schools, of the District of Columbia, which reads:

|                                         |          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|-----------------------------------------|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| "Class 1: Superintendent of Schools.... | \$19,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Class 2: Deputy Superintendent....      | 16,500   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

is amended to read as follows:

|                                         |          |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|-----------------------------------------|----------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| "Class 1: Superintendent of Schools.... | \$26,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Class 2: Deputy Superintendent....      | 22,000   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

(6) That part of the salary schedule in section 101 of the District of Columbia Police and Firemen's Salary Act of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq., D.C.

Code, 1961 edition), relating to the compensation of the Fire Chief and Chief of Police, which reads:

|                      |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|--------|--------|--------|--------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| "Class 10.....       | 17,000 | 17,400 | 17,800 | 18,200 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Fire Chief.....      |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Chief of Police..... |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

is amended to read as follows:

|                      |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|----------------------|--------|--------|--------|--------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| "Class 10.....       | 21,000 | 21,500 | 22,000 | 22,500 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Fire Chief.....      |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Chief of Police..... |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

(k) (1) The catchline of section 3012 of title 10, United States Code, is amended by striking out "; compensation".

(2) The table of contents of chapter 303 of such title 10 is amended by striking out

"3012. Secretary of the Army: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

(3) The catchline of section 5031 of such title 10 is amended by striking out "; compensation".

(4) The table of contents of chapter 505 of such title 10 is amended by striking out

"5031. Secretary of the Navy: responsibilities; compensation."

and inserting in lieu thereof

"5031. Secretary of the Navy: responsibilities."

(5) The catchline of section 5033 of such title 10 is amended by striking out "; compensation".

(6) The table of contents of chapter 505 of such title 10 is amended by striking out

"5033. Under Secretary of the Navy: appointment; duties; compensation."

and inserting in lieu thereof

"5033. Under Secretary of the Navy: appointment; duties."

(7) The catchline of section 8012 of such title 10 is amended by striking out "; compensation".

(8) The table of contents of chapter 803 of such title 10 is amended by striking out

"8012. Secretary of the Air Force: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"8012. Secretary of the Air Force: powers and duties; delegation by."

#### CHANGES IN POSITION TITLES

SEC. 307. Whenever reference is made in any law or reorganization plan to the—  
Administrative Assistant Attorney General,  
Administrative Assistant Secretary of the Interior,

Administrative Assistant Secretary of Agriculture,  
Administrative Assistant Secretary of Labor,  
Administrative Assistant Secretary of the Treasury,

or

Administrative Assistant Secretary of Health, Education, and Welfare,  
such reference shall be held and considered to mean the

Assistant Attorney General for Administration,  
Assistant Secretary of the Interior for Administration,

Assistant Secretary of Agriculture for Administration,  
Assistant Secretary of Labor for Administration,

Assistant Secretary of the Treasury for Administration, or

Assistant Secretary of Health, Education, and Welfare for Administration, respectively.

#### LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE ACTION

SEC. 308. Except as provided by this Act and notwithstanding the provisions of any other law, the head of any executive department, independent establishment, or agency in the executive branch who is authorized to fix by administrative action the annual rate of basic compensation for any position, officer, or employee shall not fix such rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended. Nothing contained in this section shall be construed to impair the authorities provided in the Central Intelligence Agency Act of 1949, as amended (50 U.S.C. 403a and following), in section 3 of the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), or in section 5240 of the Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

#### POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949

SEC. 309. Each office or position in the executive branch specifically referred to in, or covered by, any conforming change in law made by section 305 of this Act which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303 of this Act, shall be placed in the appropriate grade of the General Schedule of the Classification Act of 1949, as amended, in accordance with the provisions of such Act.

#### SAVING PROVISIONS

SEC. 310. (a) Except as provided by this Act, the changes in existing law made by this Act shall not affect any office or position existing immediately prior to the effective date of any such changes in existing law, the compensation attached to such office or position, and any incumbent thereof, his appointment thereto, and his entitlement to receive the compensation attached thereto, until appropriate action is taken in accordance with this Act or other law.

(b) Notwithstanding any provision of this Act, the rate of basic, gross, or total annual compensation received by any officer or employee immediately prior to the effective date of this section shall not be reduced by reason of enactment of this Act.

Mr. MURRAY (during the reading of title III). Mr. Chairman, I ask unanimous consent that the further reading of title III be dispensed with and that it be printed in the Record and be open to amendment at any point.

The CHAIRMAN: Is there objection to the request of the gentleman from Tennessee?

There was no objection.

The Clerk concluded the reading of title III.



## AMENDMENT OFFERED BY MR. JOHANSEN

Mr. JOHANSEN. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. JOHANSEN: On page 67, line 20, strike out all of subsection (j) down through the material which follows line 11 on page 70; and on page 70, line 12, strike out "(k)" and insert in lieu thereof "(j)".

(Mr. JOHANSEN asked and was given permission to revise and extend his remarks.)

Mr. JOHANSEN. Mr. Chairman, the effect of this amendment is to eliminate all of the officials of the municipal government of the District of Columbia from the provisions of this bill.

I direct your attention first of all to the fact that this is a provision of the bill and a provision that was added to this bill which not only was not included in the March 12 bill but which was specifically rejected on March 12 when it was offered as an amendment.

It is completely true that since March 12 hearings were held on this subject matter by the Committee on the District of Columbia, but this bill comes to the floor of the House today under the sponsorship and under the aegis of the Committee on Post Office and Civil Service.

This is one of the features of this bill which as a result of the ramrod and railroad procedures followed in the committee was not a subject of any hearings or any testimony nor was there any opportunity for discussion.

I would like to point out a further fact with respect to this provision in this subsection of the bill. Here is an area in which the principle of comparability can be reduced to as near an exact science as any segment or any section of this entire bill. What happens to comparability under these provisions?

I invite the attention of the House, and I am going to read some extracts from page 7 of the minority views. I point out the fact that the District officials in many instances are now above comparability and that this section of the bill would aggravate and would add to and further distort the excessive comparability that is involved.

Consider the matter of the District of Columbia Commissioners who would be paid \$7,500 a year more or a salary of \$26,500 under this bill. They would receive more compensation than the mayors in 16 out of the 21 largest cities in the United States with only 4 cities paying their mayors higher salaries.

The District of Columbia Police Chief who now earns a salary or can earn a salary up to \$19,000 a year is presently the eighth highest paid police chief in all cities in the United States of over one-half million population. If the salary is raised to a maximum of \$23,500, as provided in this section, only the police chiefs in Chicago and New York and Los Angeles will be paid more.

The District of Columbia Fire Chief fares even better. His present maximum salary of \$19,000 makes him the sixth highest paid fire chief in all cities of over 500,000 population. If his sal-

ary is permitted to go to a maximum of \$23,500, as provided in this section, he will be the third highest paid fire chief in the United States, outranked only by the fire chiefs in Chicago and Los Angeles.

This is comparability with a vengeance, I submit to my colleagues.

Listen also to this. The judges of the District of Columbia court of general sessions at their present salary of \$17,500 now earn more money than the judges in comparable general trial courts in 25 of our States.

I invite the attention of the committee to this—we have been talking about comparability, the kind that has a half-billion-dollar leeway one way or the other.

If the salaries of the judges of the District of Columbia Court of General Sessions are increased, as proposed in this bill, to \$24,500, they will be receiving more money than comparable judges in 44 of our States.

I urge the adoption of the amendment.

Mr. MORRISON. Mr. Chairman, I rise in opposition to the amendment.

Mr. Chairman, this provision affects fewer than 31 people in the District of Columbia. The 3 Commissioners, 23 judges, 2 school superintendents, the chief of police, and the fire chief. The total cost will be less than \$200,000.

The chairman of the Committee on the District of Columbia of the House states that his committee held extensive hearings on these increases, and I should like to yield to him at this time.

Mr. McMILLAN. Mr. Chairman, I appreciate the gentleman from Louisiana yielding to me for a few minutes.

I wish to say that there has been great confusion in the District of Columbia since the pay raise bill of two years ago was passed. At the present time there are five clerks in the District of Columbia who receive more salary than the District Commissioners. This is a bad situation and the fault of the House of Representatives, since the salary increase bill passed 2 years ago by the House increased the salaries of the clerks to rates higher than the District Commissioners salary.

We have only three District Commissioners and they are supposed to be the head of the District of Columbia executive branch of the Government. It was my understanding that when this form of government was created approximately 100 years ago the Commissioners were to be the chief executives and to receive the highest salaries paid any employees in the executive branch of the District Government.

I may state that some of us do not agree with everything or all the regulations issued by the Commissioners. Some of us do not agree with all the decisions rendered by the judges in the District. If we are to have good judges and good commissioners we should take care of this situation by accepting this provision of the pay bill.

Mr. MORRISON. Mr. Chairman, I urge that the amendment be voted down.

Mr. GROSS. Mr. Chairman, I move to strike the requisite number of words.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, Members of the House ought to understand that no hearings whatever were held by the Committee on Post Office and Civil Service with regard to including officials and employees of the District of Columbia. For the life of me I do not understand why members of our committee were not even notified that the Committee on the District of Columbia was holding hearings on this provision which has been inserted in the bill. If we are going to be responsible for legislation brought to the House, it seems to me we should have had some testimony presented from the District government with respect to justification of these salary increases. This is a sad and sorry way in which to legislate.

Mr. JOHANSEN. Mr. Chairman, will the gentleman yield?

Mr. GROSS. I yield to the gentleman from Michigan.

Mr. JOHANSEN. Would the gentleman not agree that the issue here is not a question of whether it involves a few hundred thousand dollars of additional money, but the issue is the pattern of excessive payment which is set forth and the abuse of the principle of comparability which, if we accept it in this instance, will become a pattern for other abuses of a similar type?

Mr. GROSS. The gentleman is exactly correct, and I support the amendment he has offered.

The CHAIRMAN. The question is on the amendment of the gentleman from Michigan [Mr. JOHANSEN].

The question was taken; and on a division (demanded by Mr. JOHANSEN) there were—ayes 32, noes 122.

So the amendment was rejected.

The Clerk read as follows:

## TITLE IV—FEDERAL JUDICIAL SALARIES

SEC. 401. This title may be cited as the "Federal Judicial Salary Act of 1964".

SEC. 402. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, section 604(a)(5), or sections 672 to 675, inclusive, of title 28, United States Code, are hereby increased by amounts which reflect the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by title I



of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(d) Section 40a of the Bankruptcy Act (11 U.S.C. 68(a)), as amended, relating to the compensation of full-time and part-time referees in bankruptcy, is amended by striking out the existing compensation limitations contained therein and inserting new limitations of "\$22,500" and "\$11,000", respectively.

SEC. 403. (a) Section 5 of title 28, United States Code, relating to the salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court of the United States, is amended by striking out "\$35,500" and substituting therefor "\$43,000", and by striking out "\$35,000" and substituting therefor "\$42,500".

(b) Section 44(d) of title 28, United States Code, relating to circuit judges, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(c) Section 135 of title 28, United States Code, relating to district judges, is amended by striking out "\$22,500" and substituting therefor "\$30,000", and by striking out "\$23,000" and substituting therefor "\$30,500".

(d) Section 173 of title 28, United States Code, relating to judges of the Court of Claims, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(e) Section 213 of title 28, United States Code, relating to judges of the Court of Customs and Patent Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(f) Section 252 of title 28, United States Code, relating to judges of the Customs Court, is amended by striking out "\$22,500" and substituting therefor "\$30,000".

(g) The first paragraph of section 603 of title 28, United States Code, relating to the compensation of the Director and the Deputy Director of the Administrative Office of the United States Courts, is amended to read as follows:

"The Director shall receive a salary of \$28,000 a year. The Deputy Director shall receive a salary of \$27,000 a year."

(h) Subsection (b) of section 792 of title 28, United States Code, relating to the compensation of commissioners of the Court of Claims, is amended to read as follows:

"(b) Each commissioner shall receive basic compensation at the rate of \$27,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in the Travel Expense Act of 1949, as amended, while traveling on official business and away from Washington, District of Columbia."

(i) Section 7443(c) of the Internal Revenue Code of 1954 (68A Stat. 879), as amended, relating to judges of the Tax Court of the United States, is further amended by striking out "\$22,500" and substituting therefor "\$30,000".

(j) Section 867(a)(1) of title 10, United States Code, relating to judges of the Court of Military Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

Mr. MURRAY. Mr. Chairman, I ask unanimous consent that the further reading of title IV be dispensed with and that it be open to amendment at any point.

The CHAIRMAN. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

AMENDMENT OFFERED BY Mr. UDALL

Mr. UDALL. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. UDALL: On page 78, immediately following line 2, insert the following new title:

"TITLE V—PERMANENT SYSTEM FOR THE ESTABLISHMENT AND MAINTENANCE OF PROPER SALARY RELATIONSHIPS IN FEDERAL EXECUTIVE, JUDICIAL, CONGRESSIONAL, AND CAREER SALARIES

"SEC. 501. (a) It is the sense of the Congress that—

"(1) the salary relationships established by this Act among and between the salary rates of—

"(A) the General Schedule of the Classification Act of 1949, as amended, and the Postal Field Service Schedule, in title I,

"(B) Members of Congress and the Speaker of the House of Representatives in title II,

"(C) Federal executives in title III, and

"(D) Federal judges in title IV, are consistent with the principle of comparability of Federal and private enterprise salaries contained in the Federal Salary Reform Act of 1962, and

"(2) such salary relationships should be maintained and continued, in principle, in the future in the interest of maximum efficiency in the Government.

"(b) In accordance with the policy stated in subsection (a) of this section, whenever the Congress shall increase by law the salary rates of the General Schedule of the Classification Act of 1949, as amended, the salary rate of each office or position within the purview of sections 203 and 204 of title II, sections 303 and 304 of title III, and section 403 of title IV, of this Act, shall be increased automatically, in accordance with the effective date provisions applicable to the increases so made by the Congress in the salary rates of such schedule, by a percentage equal to the greater of—

"(1) the percentage of the increase so made by the Congress in the maximum salary rate of such schedule, or

"(2) the average percentage of the increases so made by the Congress in the respective maximum salary rates of all grades of such schedule."

And on page 78, lines 3 and 4, redesignate "TITLE V" and "Sec. 501." as "TITLE VI" and "Sec. 601.", respectively.

(Mr. UDALL asked and was given permission to revise and extend his remarks.)

Mr. UDALL. Mr. Chairman, this amendment falls on the last page of this bill, so I think it is apparent that we are nearing the end of the consideration of amendments. I will not attempt to pass this off as a little, old, unimportant amendment. I think it is an important amendment. I think it significantly improves the bill, and I ask that the committee adopt it. I pointed out just a little while ago that since 1866 in the administration of Andrew Johnson we have had four raises for the Members of Congress, and I suspect we have had about the same number for Cabinet members, heads of departments, and the other top people that really make this important Government run. Now, this is ridiculous. This explains why we are in this situation which we have this year. The congressional and executive and judicial salaries have been a part of this vicious cycle I wrote all of you about in this "Dear Colleague" letter yesterday. We make regular adjustments in career salaries every year of 2 years, but we wait 15 years on the average before we make any adjustment in congressional or Cabinet or top executive salaries. The result is that we get so far behind on what an adequate salary might be that we compromise. In 1955, when the last raise was put into effect, President Eisenhower's commission recommended a

\$30,000 salary for Cabinet members and a \$27,500 salary for Members of Congress. This was compromised and compromised until we ended up with the inadequate salary which we have today.

The Randall Commission recommended last year that Cabinet salaries be \$50,000; congressional salaries \$35,000. And so we water down and compromise because we are so far behind that it takes a big bite to catch up, and then the cycle starts all over again. The hard fact of the matter is that the salaries we adopt in this bill will probably be in effect until 1980 if we follow the old history. I want to break this cycle. I want to set up a new system whereby we have orderly, small adjustments and keep this whole Federal pay structure in proportion.

We are establishing in this bill a structure for every single Federal employee from the top to the bottom, and if we begin to distort it in future years at the bottom and in the middle without keeping the top salaries in proportion we are going to be right back where we are today.

Mr. CUNNINGHAM. Mr. Chairman, will the gentleman yield for a parliamentary inquiry?

Mr. UDALL. I yield.

Mr. CUNNINGHAM. Mr. Chairman, I am not going to speak on the amendment. We were on title IV, and I thought I understood the gentleman to say that he had an amendment to title IV.

Mr. UDALL. This is a new title, title V, following the end of title IV, and then we renumber the following sections.

Mr. CUNNINGHAM. There was no inquiry as I recall it from the Chair asking whether there were any amendments to title IV.

Mr. UDALL. The gentleman would have to address his inquiry to the Chair; I cannot help him.

Mr. CUNNINGHAM. The reason for the parliamentary inquiry is this. Have we passed title IV or have we not?

The CHAIRMAN. The Chair understands that this is a new title. If there are further amendments to title IV, they will be in order.

Mr. CUNNINGHAM. I thank the Chair.

Mr. MORRISON. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield.

Mr. MORRISON. Mr. Chairman, I want to commend the gentleman for his dedication, his thoroughness and the tremendous effort he has put forth on this whole salary problem. I see no reason why we should not proceed and adopt his amendment.

Mr. UDALL. I thank the gentleman.

Mr. CORBETT. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the gentleman.

Mr. CORBETT. Mr. Chairman, I, too, would like to commend the gentleman on what I think is a splendid amendment. I would like to recommend it, particularly to the people on this side of the aisle. I believe it will end future embarrassment and will do a great deal to prevent the distortion that the gentleman spoke of.

I strongly urge the adoption of this amendment.



Mr. UDALL. I thank the gentleman.  
Mrs. ST. GEORGE. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield to the lady from New York.

Mrs. ST. GEORGE. Mr. Chairman, I also would like to add my commendation to those of my colleagues of the gentleman. I think this is a splendid amendment. I think it carries out a theory that I have long championed. In fact, all the years I have been in the Congress I have urged that these things should be done on an automatic basis so that we are not caused this embarrassment, so that the salary structure should not get completely out of kilter. I think it is a splendid amendment and I certainly hope the Committee and the House will adopt it.

Mr. MORTON. Mr. Chairman, will the gentleman yield?

Mr. UDALL. I yield.

Mr. MORTON. Mr. Chairman, I would like to ask the gentleman how is this comparability to be determined?

Mr. UDALL. The adjustments in the executive, legislative, and judicial salaries will be made to cover the Federal salary structure in proportion. If the top of the Classification Act, let us say GS-18, is raised 3 percent, then we would raise Cabinet officers, sub-Cabinet officers and department heads and Members of Congress 3 percent. The formula is a little more complicated than that, but that is the essence of it.

Mr. MORTON. The gentleman realizes, looking at it from the other side of the street, that in industry a great many industrial salaries are determined as to comparability on Federal salaries and that under the gentleman's amendment we could get into a vicious cycle and have the salary structure escalated not on a sound economic basis but by one force being against another.

Mr. UDALL. I do not understand that there is any comparability comparison that is made between legislative, executive and judicial salaries in the Federal Establishment and salaries in private industry.

Mr. MORTON. Many private-industry salaries are determined as to their comparability by Federal salaries.

The CHAIRMAN. In response to the earlier inquiry of the gentleman from Nebraska [Mr. CUNNINGHAM], the Chair will state to the gentleman if he has an amendment or if there is any other amendment to title IV of the bill, it must be presented and voted on at this time before the vote is taken on the amendment which has been offered by the gentleman from Arizona [Mr. UDALL].

Mr. CUNNINGHAM. Mr. Chairman, I have no amendments. I just wanted to make sure that if anyone did have an amendment, we had not gone beyond the consideration of title IV.

Mr. GROSS. Mr. Chairman, I move to strike the requisite number of words.

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Chairman, I should like to ask the gentleman from Arizona [Mr. UDALL] a question or two. Why was this amendment not submitted in

committee when the bill was considered there? This appears to be a far-reaching proposal.

Mr. UDALL. Will the gentleman yield?

Mr. GROSS. Yes, I yield to the gentleman from Arizona.

Mr. UDALL. Well, I would respond to the gentleman's question by saying that this whole problem of freezing top salaries for the past 15 or 20 years has concerned me since we originally took up the consideration of this legislation. I tried another proposal out on the members of the committee and did not obtain a very enthusiastic response. In fact, my feelings were hurt. That proposal was the establishment of this Commission. Then it seems to me that perhaps this formula as contained in the amendment which I have offered today was the answer. I began to work it up. We had drafting difficulties and we had other technical difficulties. I did not get it ready until after consideration of this measure in the committee.

Mr. GROSS. Let me ask the gentleman if it is not true that we have no testimony whatever from representatives of the Federal judiciary, from representatives of the executive branch of Government with respect to this amendment?

Mr. UDALL. If the gentleman will yield further, I have a letter from the Comptroller General of the United States, dated June 8, just 2 days ago, in which he has analyzed this amendment and says that it does what I say it will do and, in effect, approves it.

Mr. GROSS. I do not doubt that it will do what you say it will do, but I would like to know more about it, and I think the Members of the House ought to know exactly what is going to happen under the terms of this amendment. I never heard of the amendment until a few moments ago. Perhaps it is inconsequential, but I would like to know what the Civil Service Commission thinks of a proposition of this kind.

The amendment goes far beyond Members of Congress. It includes the Federal judiciary and the entire executive branch of Government, as I understand it.

Mr. UDALL. Mr. Chairman, will the gentleman yield further?

Mr. GROSS. Yes, of course.

Mr. UDALL. I have not had any official communications but I have discussed this with the Chairman of the Civil Service Commission and with the Deputy Director of the Bureau of the Budget and they have both indicated to me that they think it is a fine proposal.

Mr. GROSS. This is another in a series of unusual proceedings dealing with this pay increase legislation.

I hold in my hand a copy of the hearings of the Senate Post Office and Civil Service Committee. They have held and apparently concluded hearings on this bill, H.R. 11049. How they got H.R. 11049 I do not know, because this bill is still to be passed, if it is, by the House this afternoon. It is not possible to have much stranger procedure and proceedings than those in connection with this pay increase. Apparently, the Senate

having closed its hearings likewise, will not have hearings on the gentleman's amendment. It may have merit. I do not know. I will have to oppose it, not knowing its ramifications.

Mr. JONES of Missouri. Mr. Chairman, I move to strike the requisite number of words.

(Mr. JONES of Missouri asked and was given permission to revise and extend his remarks.)

Mr. JONES of Missouri. Mr. Chairman, I am not going to take the full 5 minutes, but moving as fast as we are here and judging from the looks of things, I am very doubtful that we will have a rollcall vote on this bill. I am going to ask for one and hope we get it. However, I want to announce that I am opposed to the bill and I hope I get an opportunity to vote against it on a record vote. I reiterate what I said when I voted against the bill on March 12, that the legislative branch should not be included in this bill, but should be handled in separate legislation.

Mr. Chairman, I want to say in response to the gentleman from Arizona [Mr. UDALL] who a minute ago talked about the great amount of care and consideration which was given to this pay bill by the Committee on Post Office and Civil Service, I wonder what consideration was given to the formula that we have in operation here in the House of Representatives. At the present time we have a base pay and in order to arrive at what the actual salary is you have to go through a total of 10 steps to do that.

Under this formula which will be adopted in committee, I presume we will add another step. I do not believe there is a Member of this House who could tell me right now without referring to his chart when you put a man on the payroll at \$1,000 a year the total salary he is going to get paid. This thing has grown like Topsy. I still say this committee which brought in this legislative pay bill did not have any business fooling with it at all. It should have been handled by another committee. You have not done one thing to correct the greatest problem and abuse that we have in the Congress by this bill. Therefore I am going to vote against the bill, and I hope we will have an opportunity to get a record vote.

Mr. NELSEN. Mr. Chairman, will the gentleman yield?

Mr. JONES of Missouri. I yield to the gentleman from Minnesota.

Mr. NELSEN. I would like to compliment the gentleman for making the statement he did. I too hope there is a rollcall vote, but if there is not I would like the record to show I believe it would be a bad precedent for the Members of Congress to hike their salary at this time. We have talked about checking inflationary trends in our country, in my judgment we would be setting a bad example. Such action will certainly be a green light for an inflationary trend all across the board.

I join with the gentleman in the hope that a record vote will be permitted.

Mr. QUIE. Mr. Chairman, will the gentleman yield?



Mr. JONES of Missouri. I yield to the gentleman from Minnesota.

Mr. QUIE. I just want to give the assurance that I will stand up for a RECORD vote. We ought to be on record. It is unwise to set a precedent now of increasing salaries when we need to hold down wages and prices. President Johnson made that same statement.

Mr. MATHIAS. Mr. Chairman, I move to strike the requisite number of words.

(Mr. MATHIAS asked and was given permission to revise and extend his remarks.)

Mr. MATHIAS. Mr. Chairman, I rise in support of the Udall amendment and of the bill. I do not feel it is either efficient or economical for the Federal Government to be paying salary scales which are not comparable or competitive with the salary scales of private enterprise. When we have experienced personnel in the various branches of Government, legislative, judicial, and executive, it is good business to keep those qualified people. The only way to keep them is to be reasonably competitive with private enterprise. The difficulty over the years has been that the Federal Government has fallen behind business in this matter of pay. We begin to lose people as a result and then we begin to develop a pay raise which goes through a legislative process full of potholes and obstructions. These potholes and obstructions slow down the corrective action and the Government falls further behind private enterprise in comparable pay.

The Udall amendment would attempt to level out the potholes and eliminate the obstructions and will keep the Government salary scales comparable to those of private enterprise.

For that reason I am supporting both the Udall amendment and the bill.

Mr. HALEY. Mr. Chairman, I move to strike the requisite number of words.

The Chairman, I am not going to offer an amendment. All I am going to ask you to do is this: You people over here undoubtedly have the votes to pass this bill, but I want to plead with you to give the Members who are opposed to this bill an opportunity to have a rollcall so that the people of this Nation will understand which Members are practicing fiscal responsibility.

Mr. YOUNGER. Mr. Chairman, I move to strike the requisite number of words.

(Mr. YOUNGER asked and was given permission to revise and extend his remarks.)

Mr. YOUNGER. Mr. Chairman, for a long time we have regretted that the people held this organization in disrespect. I want to say to you in all confidence and sincerity the action that you will take today and the procedure which is going on here today will undoubtedly create in the minds of our people more disrespect for this House as a legislative body than any action that we have taken in the 12 years that I have been a Member of the House.

I regret this exceedingly. I do not care so much who votes for what, but the procedure under which this bill is being considered I object to. I do not think

that anybody can defend as a legislative matter the procedure which is going on here. I do hope along with some of the rest of the Members that we do get a record vote on this bill, and that we get a record vote on increasing the limit of our national debt so that we can make comparisons of these votes at the time of the election.

Mr. BARRY. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I support the Udall amendment, but I wish to take this time to set the record straight with regard to certain statistics. I have heard our minority leader, the gentleman from Indiana [Mr. HALLECK] say many times that a Congressman is only as good as his information.

I should like to point out that the total of Federal employees' salaries today, as a percentage of our national income and gross national product, is less than it was 10 years ago. It has climbed in dollar amount to where it is now only 2.7 percent of our national income, whereas 10 years ago it was 2.8 percent. After the increase which we vote today, if we vote it, it will be back to the 1954 level of 2.8 percent. This has come about by reason of the efficiency in the Federal Government, and I say "efficiency" reservedly because I think we are trying to do too many things, but the facts are that in 1954 there was 1 Federal employee for every 66 people in the United States and now in 1964 there is 1 Federal employee for every 73 people in the United States. So if you assume that the Federal service performs today as much as it did 10 years ago for the average American, you will have to say that the Federal service is increasing efficiency by 10 percent.

There are some things about this bill I do not like—I certainly think that the postal field service should be given in-step increases annually rather than every 2 years. I also feel that if you are going to establish the principle of comparability it should be up to date. By virtue of our delay last year when the bill was defeated, comparability is thrown back some 2 years, so it is only comparable to 1962. But it is a step in the right direction, and I think that it could stand up on the basis of comparative statistics.

Mr. ALBERT. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I think it is in order to state that the procedure as far as the handling of this bill is concerned certainly conforms to the general practices of the House. The chairman and Members on both sides of the aisle have been fair in the debate.

As to having a record vote, I have never had the slightest idea that there would not be a record vote. I personally intend to stand up for a record vote and to stand up for the bill.

Mr. BRAY. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I cannot vote for this pay raise, especially as it applies to the House, Senate, and high-ranking members of the executive department. It was but a short time ago that this same bill was defeated in the House. Yet, the administration has been using every pow-

er at its disposal to force this bill through Congress despite its decisive defeat but a short time ago.

There are members of the lower paid ranks of civil service and postal workers who are entitled to a pay raise. Yet, in order to get through a great raise for other members of the Government, including Members of Congress, it has all been tied together. Why not bring the items in this legislation to Congress separately so that we can give raises where they are due to the highest paid 30 percent increases to the highest paid of our Government. This present bill allows me but one choice—to vote "no."

In a few days Congress will again be called upon to raise the already astronomical debt limit. I for one am disgusted with the story that a Congressman cannot live on \$22,500 per year. The people who make this claim are also those who are the loudest to proclaim that we should do something to alleviate poverty. These high raises in salaries, including the 30 percent increase for Congress, will inflate the American dollar—that is, decrease its value—and add more to the poverty rolls. Nothing will contribute more to the extension of poverty than to cause our low-income Americans to live on a dollar of decreasing value—a dollar that purchases less and less. We must return to sanity in spending and here is a good place to begin.

I know there are many who are attempting to dodge a roll call on this bill. I for one will stand up to force a roll call so that it will be clear how everyone votes.

(Mr. BRAY asked and was given permission to revise and extend his remarks.)

The CHAIRMAN. The question is on the amendment offered by the gentleman from Arizona [Mr. UDALL].

The amendment was agreed to.

The Clerk read as follows:

#### TITLE V—EFFECTIVE DATES

SEC. 501. (a) Except to the extent provided in subsections (b) and (c) of this section, this Act and the increases in compensation made by this Act shall become effective on the first day of the first pay period which begins on or after the date of enactment of this Act.

(b) Section 204 of this Act, relating to increases in compensation for Members of Congress, shall become effective at noon on January 3, 1965.

(c) Notwithstanding any other provision of this Act (but except as otherwise provided in subsection (b) of this section)—

(1) no rate of compensation which is equal to or in excess of \$22,000 per annum shall be increased in any amount, by reason of this Act, until the first day of the first pay period which begins on or after January 1, 1965; and

(2) no rate of compensation which is less than \$22,000 per annum shall be increased to an amount per annum in excess of \$22,000, by reason of this Act, until the first day of the first pay period which begins on or after January 1, 1965.

#### AMENDMENT OFFERED BY MR. SIKES

Mr. SIKES. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. SIKES: On page 78, line 7, strike out lines 7 and 8 and insert the words "January 1, 1965".



(Mr. SIKES asked and was given permission to revise and extend his remarks.)

[Mr. SIKES addressed the Committee. His remarks will appear hereafter in the Appendix.]

Mr. JOELSON. Mr. Chairman, I rise in opposition to the amendment.

(Mr. JOELSON asked and was given permission to revise and extend his remarks.)

Mr. JOELSON. Mr. Chairman, I am opposed to this amendment because I think there is a very good reason for the distinction. At the time the last pay bill was brought up, it was urged that being Representatives when we ran for the office we knew what the salary was and this has a certain kind of validity to it. Therefore, we today if we pass this bill are fixing the salaries for whoever may be in Congress in January 1965. But so far as the other Federal employees are concerned, their equity is long overdue and I think they are entitled to immediate action.

For that reason, Mr. Chairman, I urge rejection of the amendment.

Mr. JOHANSEN. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I am not going to take the 5 minutes. In view of the applause on the majority side, I will add, not unless an incentive is provided, Mr. Chairman. If I were disposed to waste the time of this committee, I would offer an amendment to the amendment offered by the gentleman from Florida to read that the pay raise shall become effective every January 1st hereafter. I say this because of the statement made by the gentleman from Arizona [Mr. UDALL] in his letter to the Members. He said "the Congress has already established the machinery"—and get these words so you know what you are doing—"for regular annual adjustments." Now we provide regular annual adjustments for Members of the Congress, for the judiciary and for Heaven knows how many top officials of the executive branch.

Mr. Chairman, I yield back the balance of my time.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Florida [Mr. SIKES].

The amendment was rejected.

AMENDMENT OFFERED BY MR. FINDLEY

Mr. FINDLEY. Mr. Chairman, I offer an amendment.

The Clerk read as follows:

Amendment offered by Mr. FINDLEY: Page 78, after line 24, add a new section to read as follows:

"SEC. 502. The increases in compensation made by this Act shall not be effective until such time as the receipts of the Government for the preceding fiscal year have exceeded the expenditures of the Government for such year, as determined by the Director of the Bureau of the Budget."

(Mr. FINDLEY asked and was given permission to revise and extend his remarks.)

Mr. FINDLEY. Mr. Chairman, we all talk about balanced budgets. We all talk about fiscal responsibility. We all

talk about holding the line on spending. And we all know that this bill is inflationary to the very core. We know it will be financed with borrowed money, not with money from the Treasury. We know full well that in a few days the Federal debt ceiling will go to \$324 billion. We all know a balanced budget is nowhere in sight for the next fiscal year or for the year following. If we are unwilling to exercise a little fiscal restraint in regard to our own paychecks, can we hope that a balanced budget will occur in the foreseeable future?

My amendment, if adopted, would make "budget cutters" out of everyone on the Federal payroll, including Members of Congress, Cabinet officers, and all other civilians on the Federal payroll. If my amendment is adopted, each would have a personal stake in cutting waste and balancing the budget. It is the one sure way to get a balanced budget fast, and a pay raise, too.

Mr. JENSEN. Mr. Chairman, will the gentleman yield?

Mr. FINDLEY. I am glad to yield to the gentleman from Iowa.

Mr. JENSEN. I believe it might be well, Mr. Chairman, to remind the Members of this House that if this increase which is contemplated to be provided by the bill goes into effect and is made law, it will then cost each American family, on an average, to pay just for Federal employees, a little less than \$30 a month. That is not \$30 a year. The cost to each American family, on an average, just to be governed from Washington, D.C., will be about \$350 a year.

I rise in support of the gentleman's amendment. I can vote for the bill if his amendment is approved. I shall vote against the bill if his amendment is not approved by this House.

Mr. DENT. Mr. Chairman, will the gentleman yield?

Mr. FINDLEY. I am glad to yield to the gentleman from Pennsylvania.

Mr. DENT. As I understand the amendment, it proposes that unless we have a balanced budget Members of Congress could not have a salary increase.

Mr. FINDLEY. That is not quite accurate. It would delay any and all increases in compensation provided in this bill until such date as the Federal Government had finished one fiscal year with a balanced budget.

Mr. DENT. Then, the gentleman would suggest that if General Motors did not have a profitable year, the employees should not have their compensation regardless of the fact that they had a contract for their compensation?

Mr. FINDLEY. General Motors is not provided for in this bill, I assure the gentleman.

I might add that if the General Motors Corp. had had a record of red ink as long as the Federal Government's, it would have been out of business long ago.

Mr. DENT. That may be true.

Mr. Chairman, I move to strike the last word.

[Mr. DENT addressed the Committee. His remarks appear hereafter in the Appendix.]

Mr. RHODES of Pennsylvania. Mr. Chairman, I move to strike out the last word.

Mr. Chairman, I do not want to impose unduly on the time of the House, but since General Motors has been mentioned I think it might be well to compare congressional pay with salaries of officials of General Motors, the Nation's largest defense contractor—59 executives of General Motors receive more in salaries than the salaries of the combined membership of this House of Representatives; add to that 100 Members of the U.S. Senate; add to that all members of the President's Cabinet, members of the U.S. Supreme Court, salaries of the Vice President and the President, and then add to all of those the Governors of the 50 States. And all together they add up to less than the salaries of 59 executives of General Motors. And the taxpayers in the long run pay those salaries, too.

Mrs. GREEN of Oregon. Mr. Chairman, I rise in support of the amendment offered by the gentleman from Pennsylvania, Representative RHODES, to require income disclosure by Members as a precondition of their receiving a pay increase.

At the outset, I wish to state that I believe a pay increase for Members is justified from whatever angle the matter is judged—responsibility, hours, volume of work, competence, and conscientiousness. I do believe, however, that if the salary is to be increased to \$30,000 a year, then there is a responsibility by Members to rely exclusively upon their congressional salary and to consider it as a fulltime job. Many, many Members as of today, work 70 and 80 hours a week. But it does seem to me the public is entitled to know the amount and sources of earned outside income of their legislators.

By earned outside income I mean compensation for services, including fees and commissions, gross income derived from business, gains derived from dealings in property and distributive share of partnership gross income—income from work which a Member is doing while he also is serving in Congress.

Attention has been drawn in recent months to the investigation into activities of Robert Baker when he was Secretary to the majority in the Senate. Many Members of the Senate, Democrats and Republicans, are, as a result, supporting legislation to require, among other things, disclosure of outside income sources by legislative employees. Some Members would extend this requirement to Senators themselves. We certainly can do no less.

Mr. Chairman, mandatory disclosure would, in my view, work to the advantage of the Congress. It would dispel the innuendoes and inferences about the financial connections of Members. It would help discredit the all-inclusive accusations and the general condemnation. Some argue that disclosure would make second-class citizens of Members of the House and Senate. I do not believe it would. We require public disclosure by members of the executive branch who must be confirmed.



In recent times, many Members of both Senate and House have individually filed their annual statements of income, stocks, and real property holdings. In April 1963, for example, several Members of the House together filed their individual statements. Since then, other House Members have done the same. I would hope that an even larger number of Members would voluntarily file such statements.

It is time that Democrats and Republicans alike should take whatever steps are necessary to maintain the integrity of the National Legislature lest an erosion of public confidence become a real threat to the democratic process.

The job for each and every one of us is to so conduct the Nation's business that the confidence of the country in the National Legislature is maintained—yes, and strengthened. As I said, we demand this of high-ranking members of the executive branch of the Federal Government—the Secretary of Defense, for example. But we do not hold ourselves to the same strict standards of accountability.

A disclosure requirement would immeasurably assist in enhancing the reputation of the Congress.

Again, I say that the Members of Congress do deserve an increase, and, of course, especially do the postal employees and many of the judicial and executive branches. I think that a disclosure provision for Members of Congress is a just and acceptable obligation that the American people have a right to expect, indeed demand.

Therefore, I am happy to join the gentleman from Pennsylvania, Congressman RHODES, in support of this very important amendment.

Mr. KASTENMEIER. Mr. Chairman, I support the amendment offered by the gentleman from Pennsylvania [Mr. RHODES], fully realizing that the majority of the House are not ready to adopt a rule binding on all Members concerning disclosure of outside interests. But, while I have few illusions about the present degree of support for full and open disclosure, I share the gentleman from Pennsylvania's view that making outside sources of income a matter of public knowledge would go far toward checking the growing distrust and indifference with which the American people regard their Congress.

The distinguished minority leader in the other body has said on several occasions that he would resist a disclosure rule because it would make him a "second-class citizen." I disagree. I think his support for such a rule could only increase the high regard in which he is held, and I cannot believe that his own self-esteem is so fragile that filing a financial statement by April 15 of each year would bend or break it.

Certainly disclosure requirements have not been demoralizing in any noticeable way to the thousands of corporation and bank executives who must reveal their compensation and personal holdings, state changes in these holdings, or make public their membership on certain boards of directors. And certainly Congress itself thought it was striking a

blow for better Government by better people when it imposed conflicts of interests rules on top administration officials.

If Congress continues to exempt itself from the sort of disclosure prescriptions it has freely issued to agencies like the SEC, the CAB, and the ICC, it can expect it to be distrusted, just like anyone is who has the power to make himself a special case and uses it for that purpose.

During the past few years a growing number of Members in each body have voluntarily disclosed their holdings and outside sources of income. As one such Member I must say that I wonder about the effect this has. I am inclined to think that one unintended result is to reinforce the view that those who do not make a public disclosure are necessarily hiding something, when in fact there is probably not that much to hide.

But the American people, like nature, abhor a vacuum. Where there is a sustained and inexplicable lack of knowledge about a matter of public trust such as the financial activities of elected Representatives, suspicions mount until they tower above reality and the least shred of evidence is taken as confirming them all. The only way to reduce this evidence to its proper significance is to confront these suspicions with the hard facts through complete annual disclosure of holdings and sources of income.

Failure to treat disclosure as a real issue which Congress must raise and solve for itself can only result in the silent erosion of respect for this institution and representative government everywhere. Should Congress fail to enjoy the genuine respect of those who look to it for leadership, it can hardly blame the people, the times, or the unseen enemy for the fact that leadership is sought and found elsewhere.

The CHAIRMAN. The question is on the amendment offered by the gentleman from Illinois [Mr. FINDLEY].

The question was taken; and on a division (demanded by Mr. FINDLEY) there were—ayes 60, noes 162.

So the amendment was rejected.

The CHAIRMAN. Under the rule, the Committee rises.

Accordingly, the Committee rose; and the Speaker having resumed the chair, Mr. HOLIFIELD, Chairman of the Committee of the Whole House on the State of the Union, reported that that Committee, having had under consideration the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes pursuant to House Resolution 733, he reported the bill back to the House with an amendment adopted by the Committee of the Whole.

The SPEAKER. Under the rule, the previous question is ordered.

The question is on the amendment.

The amendment was agreed to.

The SPEAKER. The question is on engrossment and third reading of the bill.

The bill was ordered to be engrossed and read a third time and was read the third time.

Mr. GROSS. Mr. Speaker, I offer a motion to recommit.

The SPEAKER. Is the gentleman opposed to the bill?

Mr. GROSS. I am, Mr. Speaker.

The SPEAKER. The gentleman qualifies.

The Clerk will report the motion to recommit.

The Clerk read as follows:

Mr. GROSS moves to recommit the bill, H.R. 11049, to the Committee on Post Office and Civil Service.

The previous question was ordered.

The SPEAKER. The question is on the motion to recommit.

The motion was rejected.

The SPEAKER. The question is on the passage of the bill.

Mr. GROSS. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 243, nays 157, answered "present" 4, not voting 27, as follows:

[Roll No. 155]

YEAS—243

|                |                 |                |
|----------------|-----------------|----------------|
| Addabbo        | Frelinghuysen   | Macdonald      |
| Albert         | Friedel         | Madden         |
| Anderson       | Fulton, Pa.     | Mailliard      |
| Ashley         | Gallagher       | Martin, Mass.  |
| Aspinall       | Garmatz         | Mathias        |
| Auchincloss    | Gary            | Matsunaga      |
| Barrett        | Gialmo          | Michel         |
| Barry          | Gibbons         | Miller, Calif. |
| Bates          | Gilbert         | Milliken       |
| Becker         | Gill            | Minish         |
| Beckworth      | Glenn           | Monagan        |
| Bell           | Gonzalez        | Moore          |
| Bennett, Mich. | Grabowski       | Moorhead       |
| Blatnik        | Gray            | Morgan         |
| Boggs          | Green, Oreg.    | Morrison       |
| Boland         | Green, Pa.      | Morse          |
| Bolling        | Griffiths       | Moss           |
| Bonner         | Grover          | Multer         |
| Bow            | Gubser          | Murphy, Ill.   |
| Brademas       | Hagan, Ga.      | Murphy, N.Y.   |
| Brooks         | Hagen, Calif.   | Murray         |
| Brown, Calif.  | Halpern         | Nedzi          |
| Broyhill, Va.  | Hanna           | Nix            |
| Buckley        | Hansen          | O'Brien, N.Y.  |
| Burke          | Harding         | O'Hara, Ill.   |
| Burkhalter     | Hardy           | O'Hara, Mich.  |
| Burton, Calif. | Harris          | Olsen, Mont.   |
| Burton, Utah   | Harrison        | O'Neill        |
| Byrne, Pa.     | Hawkins         | Osmers         |
| Cahill         | Hays            | Ostertag       |
| Cameron        | Healey          | Passman        |
| Carey          | Hébert          | Patman         |
| Casey          | Henderson       | Patten         |
| Celler         | Hoffman         | Pelly          |
| Cohelan        | Holifield       | Pepper         |
| Conte          | Holland         | Philbin        |
| Cooley         | Horton          | Pike           |
| Corbett        | Hosmer          | Pilcher        |
| Corman         | Jennings        | Pool           |
| Daddario       | Joelson         | Price          |
| Daniels        | Johnson, Calif. | Pucinski       |
| Davis, Ga.     | Johnson, Wis.   | Purcell        |
| Davis, Tenn.   | Karsten         | Rains          |
| Dawson         | Karth           | Reid, N.Y.     |
| Delaney        | Kastenmeier     | Reuss          |
| Dent           | Kee             | Rhodes, Pa.    |
| Denton         | Keith           | Rivers, Alaska |
| Derounian      | Kelly           | Rivers, S.C.   |
| Diggs          | Kilgore         | Rodino         |
| Dingell        | King, Calif.    | Rogers, Colo.  |
| Donohue        | King, N.Y.      | Rooney, N.Y.   |
| Downing        | Kirwan          | Rooney, Pa.    |
| Dulski         | Kluczynski      | Roosevelt      |
| Duncan         | Kornegay        | Rosenthal      |
| Dwyer          | Kunkel          | Rostenkowski   |
| Edwards        | Lankford        | Roybal         |
| Elliott        | Leggett         | Ryan, Mich.    |
| Ellsworth      | Lesinski        | Ryan, N.Y.     |
| Fallon         | Libonati        | St. Germain    |
| Farbsteln      | Lindsay         | St. Onge       |
| Fascell        | Long, Md.       | Schwengel      |
| Finnegan       | McCulloch       | Scott          |
| Fino           | McDade          | Senner         |
| Flood          | McDowell        | Sibal          |
| Flynt          | McFall          | Sickles        |
| Fogarty        | McLoskey        | Sikes          |
| Fraser         | McMillan        | Sisk           |



|                |                |            |
|----------------|----------------|------------|
| Slack          | Thompson, Tex. | Weltner    |
| Smith, Calif.  | Tollefson      | Westland   |
| Smith, Iowa    | Trimble        | White      |
| Staebler       | Tupper         | Wickersham |
| Stafford       | Tuten          | Widnall    |
| Staggers       | Udall          | Willis     |
| Steed          | Ullman         | Wilson.    |
| Stephens       | Van Deerlin    | Charles H. |
| Stratton       | Vanik          | Wright     |
| Sullivan       | Van Pelt       | Wyder      |
| Talcott        | Vinson         | Wyman      |
| Taylor         | Waggonner      | Young      |
| Teague, Calif. | Wallhauser     | Zablocki   |
| Thomas         | Watson         |            |
| Thompson, N.J. | Watts          |            |

## NAYS—157

|                  |                |               |
|------------------|----------------|---------------|
| Abbitt           | Fisher         | Nelsen        |
| Abele            | Ford           | Norblad       |
| Abernethy        | Foreman        | O'Konski      |
| Adair            | Fountain       | Olson, Minn.  |
| Alger            | Fuqua          | Perkins       |
| Andrews, Ala.    | Gathings       | Pillion       |
| Andrews, N. Dak. | Goodell        | Pirnie        |
| Arends           | Goodling       | Poage         |
| Ashbrook         | Grant          | Poff          |
| Avery            | Griffin        | Quie          |
| Ayres            | Gross          | Quillen       |
| Baker            | Gurney         | Reid, Ill.    |
| Baldwin          | Haley          | Reifel        |
| Baring           | Halleck        | Rhodes, Ariz. |
| Beermann         | Harsha         | Rich          |
| Belcher          | Harvey, Ind.   | Riehlman      |
| Bennett, Fla.    | Harvey, Mich.  | Roberts, Tex. |
| Berry            | Hechler        | Robison       |
| Betts            | Hoeven         | Rogers, Fla.  |
| Bolton,          | Horan          | Rogers, Tex.  |
| Frances P.       | Huddleston     | Roudebush     |
| Bray             | Hull           | Rumsfeld      |
| Brock            | Hutchinson     | St. George    |
| Bromwell         | Ichord         | Saylor        |
| Broomfield       | Jarman         | Schadeberg    |
| Brotzman         | Jensen         | Schenck       |
| Brown, Ohio      | Johansen       | Schneebeil    |
| Broyhill, N.C.   | Johnson, Pa.   | Schweiker     |
| Bruce            | Jonas          | Secrest       |
| Burleson         | Jones, Mo.     | Selden        |
| Byrnes, Wis.     | Kilburn        | Short         |
| Cederberg        | Knox           | Shriver       |
| Chamberlain      | Kyl            | Siler         |
| Chelf            | Laird          | Skubitz       |
| Chenoweth        | Landrum        | Smith, Va.    |
| Clancy           | Langen         | Snyder        |
| Clawson, Del.    | Latta          | Springer      |
| Cleveland        | Lennon         | Stinson       |
| Collier          | Lipscomb       | Stubblefield  |
| Colmer           | McClory        | Taft          |
| Cramer           | MacGregor      | Thomson, Wis. |
| Cunningham       | Mahon          | Tuck          |
| Curtin           | Marsh          | Utt           |
| Curtis           | Martin, Calif. | Weaver        |
| Dague            | Martin, Nebr.  | Whalley       |
| Derwinski        | Matthews       | Wharton       |
| Devine           | Meador         | Whitener      |
| Dole             | Minshall       | Whitten       |
| Dorn             | Montoya        | Williams      |
| Everett          | Morris         | Wilson, Bob   |
| Feighan          | Morton         | Wilson, Ind.  |
| Findley          | Mosher         | Winstead      |
|                  | Natcher        | Younger       |

## ANSWERED "PRESENT"—4

|           |        |         |
|-----------|--------|---------|
| Edmondson | Pickle | Randall |
| Mills     |        |         |

## NOT VOTING—27

|           |               |               |
|-----------|---------------|---------------|
| Ashmore   | Forrester     | Miller, N.Y.  |
| Bass      | Fulton, Tenn. | Powell        |
| Battin    | Hall          | Roberts, Ala. |
| Bolton,   | Herlong       | Roush         |
| Oliver P. | Jones, Ala.   | Sheppard      |
| Clark     | Keogh         | Shipley       |
| Clausen,  | Lloyd         | Teague, Tex.  |
| Don H.    | Long, La.     | Thompson, La. |
| Dowdy     | McIntire      | Toll          |
| Evins     | May           |               |

So the bill was passed.

The Clerk announced the following pairs:

On this vote:

Mr. Keogh for, with Mr. Randall against.  
Mr. Herlong for, with Mr. Mills against.  
Mr. Roush for, with Mr. Edmondson against.

Mr. Bass for, with Mr. Pickle against.  
Mr. Thompson of Louisiana for, with Mr. Jones of Alabama against.

Mr. Toll for, with Mr. Teague of Texas against.

Mr. Powell for, with Mr. Hall against.

Mr. Clark for, with Mr. Dowdy against.  
Mr. Sheppard for, with Mrs. May against.  
Mr. Miller of New York for, with Mr. Don H. Clausen against.

Until further notice:

Mr. Long of Louisiana with Mr. McIntire.  
Mr. Ashmore with Mr. Battin.  
Mr. Roberts of Alabama with Mr. Oliver P. Bolton.  
Mr. Fulton of Tennessee with Mr. Forrester.

Mr. RANDALL. Mr. Speaker, I have a live pair with the gentleman from New York [Mr. KEOGH]. If he were present, he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

Mr. PICKLE. Mr. Speaker, I have a live pair with the gentleman from Tennessee [Mr. BASS]. If he were present, he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

Mr. MILLS. Mr. Speaker, I have a live pair with the gentleman from Florida [Mr. HERLONG]. If he were present, he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

Mr. EDMONDSON. Mr. Speaker, I have a live pair with the gentleman from Indiana [Mr. ROUSH]. If he were present, he would have voted "yea." I voted "nay." I withdraw my vote and vote "present."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

## GENERAL LEAVE TO EXTEND

Mr. MORRISON. Mr. Speaker, I ask unanimous consent that all Members may have 5 legislative days in which to extend their remarks prior to the vote on the bill.

The SPEAKER. Is there objection to the request of the gentleman from Louisiana?

There was no objection.

## LEGISLATIVE PROGRAM FOR THE WEEK OF JUNE 15

(Mr. HALLECK asked and was given permission to address the House for 1 minute.)

Mr. HALLECK. Mr. Speaker, I take this time for the purpose of inquiring of the majority leader as to the program for the balance of this week and the program for next week, if he can tell us at this time.

Mr. ALBERT. Mr. Speaker, will the gentleman from Indiana yield?

Mr. HALLECK. I yield to the gentleman from Oklahoma.

Mr. ALBERT. Mr. Speaker, in response to the inquiry of the distinguished minority leader, the program for the House of Representatives for the week of June 15 is as follows:

Monday is Consent Calendar Day. There are 5 suspensions:

H.R. 4994, labeling of imported woven labels.

Senate Joint Resolution 103, authorization increase for President's Committee on Employment of the Physically Handicapped.

House Joint Resolution 1041, interim 90-day extension of rental housing insurance program for the elderly.

H.R. 10000, extension of the Defense Production Act.

H.R. 11499, to extend for 2 years the authority of Federal Reserve banks to purchase U.S. obligations directly from the Treasury.

On Tuesday the Private Calendar will be called. Also on Tuesday the 1965 appropriations for public works and H.R. 9876, extension and amendment of the Juvenile Delinquency and Youth Offenses Control Act of 1961. This has an open rule with 2 hours of debate.

On Wednesday H.R. 11376, the Excise-Tax Rate Extension Act of 1964. This has a close rule with 4 hours of debate, waiving points of order.

Thursday and the balance of the week, H.R. 11375, the public debt limit. This has a closed rule with 4 hours of debate, waiving points of order.

This announcement, of course, is made with the general reservation that any further program may be announced later and that conference reports may be brought up at any time.

Mr. HALLECK. Mr. Speaker, if the gentleman will permit, in regard to H.R. 10000, I think it might be well for us to explain to the membership, in view of the fact that there were minority views filed, that that measure will be offered under suspension with an amendment which, as I understand it, removes the objections of the people who signed the minority views.

Mr. ALBERT. The gentleman's understanding coincides with mine.

Mr. ALBERT. Mr. Speaker, will the gentleman from Indiana yield for a unanimous consent request?

Mr. HALLECK. Yes. I yield to the gentleman from Oklahoma.

## ADJOURNMENT OVER TO MONDAY, JUNE 15

Mr. ALBERT. Mr. Speaker, I ask unanimous consent that when the House adjourns today it adjourn to meet on Monday next.

The SPEAKER. Is there objection to the request of the gentleman from Oklahoma?

There was no objection.

## DISPENSING WITH CALENDAR WEDNESDAY BUSINESS

Mr. ALBERT. Mr. Speaker, I ask unanimous consent that the business in order under the Calendar Wednesday rule may be dispensed with on Wednesday next.

The SPEAKER. Is there objection to the request of the gentleman from Oklahoma?

There was no objection.

## CLARENCE CANNON: MEMORIAL TRIBUTE

(Mr. THOMPSON of Texas asked and was given permission to address the House for 1 minute and to revise and



extend his remarks and include extraneous matter.)

Mr. THOMPSON of Texas. Mr. Speaker, among the many fine tributes to the late and greatly beloved Clarence Cannon, chairman of the House Committee on Appropriations, is that of his long-time friend and former colleague here, Maurice H. Thatcher, who served for 5 terms—1923–33—as Representative from the Louisville, Ky., district.

The two were elected to the 68th Congress, and began their service in the House at the start of that session on March 4, 1923. Mr. Thatcher was a member of the House Committee on Appropriations throughout his congressional career of 10 years. Mr. Cannon served in Congress, as a Representative from the Mark Twain region of Missouri, from the beginning of the 68th Congress until his death, which occurred on May 12, 1964, after an uninterrupted service of more than 40 years, and in 21 Congresses. He became a member of the indicated committee in 1929, and its chairman in 1941. He continued as such chairman until his death excepting the 80th and 83d Congresses, when the opposing party was in control. Thus he established a record for this chairmanship of something like 19 years, and almost twice that of any other chairman; and this, in itself, constitutes a splendid evidence of his integrity and ability, and the esteem of his colleagues.

The budgetary system of fiscal affairs was instituted during the chairmanship of the committee of Congressman Martin B. Madden, of Illinois, who like Cannon, was an outstanding head of the committee, and to whose integrity and ability Mr. Cannon always gave generous praise. Both were dedicated servants of the people; both were thoroughly informed with respect to the needs involved; and both, while wise and just in their attitudes, were also the abiding friend of the American taxpayer, and always sought to protect his legitimate interests. With all truth it may be said that Madden and Cannon were two of the greatest chairmen of this highly important committee in all its long history.

Mr. Cannon and Mr. Thatcher were good friends from the beginning of their congressional careers; and their friendship, through the long period which has since elapsed, grew stronger and ever stronger. Both had—among other common interests—a love and appreciation for the best in literature; and, touching Mr. Thatcher's occasional writings, his friend was lavish in his praise.

It may be noted that Mr. Thatcher had served, during the construction era of the Panama Canal, as Civil Governor of the Canal Zone and member of the Isthmian Canal Commission, the body which had immediate charge of the work. In these posts he had rendered distinguished service; and later came his congressional career. He sponsored and brought about the enactment of much important legislation for the benefit of the canal enterprise, and its employees—both United States and alien citizens; also for the advantage of the entire isthmus, including legislation for the establishment and operation of the Gorgas Memorial Laboratory in the city of Pan-

ama, an outstanding institution for research touching the cause and prevention of tropical disease. He is now the sole surviving member of the indicated Commission. He also rendered important service in the Congress in the field of national parks and parkways; and is yet interested in these subjects, and able to give civilian aid in these connections.

Because of his capable and useful congressional service, his membership on the House Committee on Appropriations, and his fine achievements with respect to the canal and the isthmus, the Congress, by specific enactment, and with complete unanimity, named for him the splendid new bridge across the canal at Balboa, Canal Zone, as Thatcher Ferry Bridge, which not only honors him, but as well serves to perpetuate historic memory and justice to the Thatcher Ferry, on the same site, which the bridge supplants. In the Congress he had obtained the legislation for the establishment and maintenance of the ferry, a fine, toll-free utility—as is the bridge—which, during the 30 years of its existence, performed for the zone and the entire isthmus a notable and indispensable service.

Mr. Thatcher has practiced law in Washington since he left Congress, and has also continued his activities, to the extent possible, in behalf of matters of public concern. Under leave accorded, I include, as a part of these remarks, his magnificent tribute to his greatly esteemed and beloved friend.

#### CLARENCE CANNON'S MEMORIAL TRIBUTE (By Maurice H. Thatcher)

When this, our Clarence, passed away  
From mortal life to deathless day—  
Alas, the loss! the people wept;  
The trust they gave him he had kept;  
And they, in grief, kneeled down to pray.

How great was he? Ah, time will say!  
His toils for good no check could stay;  
And his brave conscience never slept—  
He loved the State.

Truth's path he trod—led where it may;  
His zeal for light nought would allay.  
He never was unskilled, inept;  
Less than the best he'd not accept;  
He wrought in strength, with knowledge  
play—  
To serve the State.

His life was like a battle song;  
He read the score with practiced eye;  
His image should survive as long  
As Freedom's banner greets the sky.  
With human warmth he loved his friends,  
And they loved him—a mutual bond.  
A name like his fades not, nor ends,  
But lives tomorrow and beyond.

Teacher, lawyer, statesman, chief—  
Thru calm and storm, and cloud and  
shade;

And, minus pause or aught relief,  
His rugged, sure ascent was made.  
Exemplar rare, and patriot,  
His life a pattern doth provide  
For those who seek the nobler lot—  
A norm the nation's youth to guide.

Steeped in the parliament'ry lore,  
And knowledge of resolves and bills,  
He won a rank as few before,  
Or since; and his especial skills  
Earned rich reward and potent yield  
In guarding well the Nation's purse.  
Thus, long he strove within his field  
To find the cure, and void the curse.

By reason of his varied acts

We must account his labors great;  
He knew the fictions and the facts  
And how the problems to equate  
Friend of his fellows, loyal, true—  
He fought for that he thought was best.  
We pay him laud for what is due  
For efforts that were wise and blest.

He strove with ever-tireless aim;  
His life was one of self-denial;  
His wisdom brought him wealths of fame—  
But at the price of rack and trial.  
He dared to do what seemed the right,  
And knew the worth of valiant deeds;  
He chose to walk within the light,  
And from the flowers plucked the weeds.

Full-rev'rent in his bidding thought,  
And e'er sustained by faith and hope—  
The vital goals he sensed and sought,  
And wide-expanding was the scope.  
He knew the need for discipline;  
The face of virtue was his chart.  
His home he loved, and all therein,  
With all his ardent soul and heart.

How well it was that to the last  
The purpose of his will obtained,  
And that he gave, with knowledge vast,  
The needed aid, while strength remained.  
In harness thus, he passed away—  
A knightly fate which few may know,  
But one for which all heroes pray:  
This was the way he wished to go.

How weak the word for any man  
Of such supreme, unique degree.  
He was a great American,  
As all the rounded world could see.  
Throughout the span of lengthened years,  
He served the people and the State:  
Go, search the Temple—there appears  
His name, in gold, upon the Gate.

Accept this, Clarence, from a friend  
Who knew thee long, and knew thee well—  
A former colleague, who would amend  
Death's dark decree, its force dispel,  
If in his power. The loved helpmate,  
And those that bear thy blood, shall be  
Shrined in the love of friends who wait  
At portals of eternity.

#### LETTER TO CHRISTIAN HERTER

(Mr. HARVEY of Indiana asked and was given permission to extend his remarks at this point in the RECORD.)

Mr. HARVEY of Indiana. Mr. Speaker, under leave to extend my remarks in the CONGRESSIONAL RECORD, I include the following letter which I mailed today to Hon. Christian Herter, our Special Representative for Trade Negotiations in Geneva.

JUNE 11, 1964.

HON. CHRISTIAN HERTER,  
Special Representative for Trade Negotiations,  
Executive Office Building, Washington, D.C.

DEAR MR. HERTER: The domestic ball and roller bearing and steel ball and roller bearing industries are in considerable difficulties today, Mr. Herter, because of the imports of these items from Japan and other countries. Perhaps you have seen the several extensions of remarks in the CONGRESSIONAL RECORD which pinpoint this problem from a national scale. I would like to call your attention to what the bearing industry means to just one congressional district—my own.

The Federal-Mogul-Bower Bearing Co., in Greensburg, Ind., has over 200 full-time employees, so roughly 1,000 family members in the Greensburg area are dependent upon the success of this company. The company has an annual payroll of over \$1 million in the Greensburg area alone, and most of this money is spent right at home with retailers, service and professional people. The loss of this payroll would have a most detrimental







88TH CONGRESS  
2D SESSION

**H. R. 11049**

**H. R. 11049**

IN THE SENATE OF THE UNITED STATES

**JUNE 12** (legislative day, **MARCH 30**), 1964

Read twice and referred to the Committee on Post Office and Civil Service

# AN ACT

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

1       *Be it enacted by the Senate and House of Representa-*  
2       *tives of the United States of America in Congress assembled,*  
3       That this Act may be cited as the “Government Employees  
4       Salary Reform Act of 1964”.

5 TITLE I—FEDERAL EMPLOYEES SALARY  
6 SYSTEMS

| 7 | SHORT TITLE |
|---|-------------|
|---|-------------|

8 SEC. 101. This title may be cited as the "Federal Em-  
9 ployees Salary Act of 1964".



1 CLASSIFICATION ACT EMPLOYEES

2 SEC. 102. (a) Section 603 (b) of the Classification Act  
3 of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113 (b) ), is  
4 amended to read as follows:

5 “(b) The compensation schedule for the General  
6 Schedule shall be as follows:

| “Grade     | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1.....  | \$3,385                    | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680                      | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005                      | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480                      | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000                      | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,605                      | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7.....  | 6,050                      | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8.....  | 6,630                      | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9.....  | 7,210                      | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10..... | 7,840                      | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11..... | 8,550                      | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12..... | 10,200                     | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13..... | 12,075                     | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14..... | 14,170                     | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15..... | 16,460                     | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16..... | 18,935                     | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17..... | 21,445                     | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18..... | 24,500                     | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----”. |

7 (b) Except as provided in subsection (d) of section  
8 504 of the Federal Salary Reform Act of 1962, the rates of  
9 basic compensation of officers and employees to whom the  
10 compensation schedule set forth in subsection (a) of this  
11 section applies shall be initially adjusted as of the effective  
12 date of this section, as follows:

13 (1) If the officer or employee is receiving basic  
14 compensation immediately prior to the effective date of  
15 this section at one of the rates of a grade in the General  
16 Schedule of the Classification Act of 1949, as amended,  
17 he shall receive a rate of basic compensation at the cor-  
18 responding rate in effect on and after such date.

1           (2) If the officer or employee is receiving basic  
2 compensation immediately prior to the effective date of  
3 this section at a rate between two rates of a grade in the  
4 General Schedule of the Classification Act of 1949, as  
5 amended, he shall receive a rate of basic compensation  
6 at the higher of the two corresponding rates in effect on  
7 and after such date.

8           (3) If the officer or employee is receiving basic  
9 compensation immediately prior to the effective date of  
10 this section at a rate in excess of the maximum rate for  
11 his grade, he shall receive (A) the maximum rate for  
12 his grade in the new schedule, or (B) his existing rate  
13 of basic compensation if such existing rate is higher.

14           (4) If the officer or employee, immediately prior  
15 to the effective date of this section, is receiving, pur-  
16 suant to paragraph (4) of section 2 (b) of the Federal  
17 Employees Salary Increase Act of 1955, an existing  
18 aggregate rate of compensation determined under sec-  
19 tion 208 (b) of the Act of September 1, 1954 (68 Stat.  
20 1111; Public Law 763, Eighty-third Congress), plus  
21 the amount of the increase provided by section 2 of the  
22 Federal Employees Salary Increase Act of 1955, by sec-  
23 tion 2 of the Federal Employees Salary Increase Act of  
24 1958, by section 112 of the Federal Employees Salary  
25 Increase Act of 1960, and by section 602 of the Federal



1       Salary Reform Act of 1962, he shall receive an aggre-  
2       gate rate of compensation equal to the sum of (A) his  
3       existing aggregate rate of compensation determined un-  
4       der such section 208 (b) of the Act of September 1,  
5       1954, (B) the amount of the increase provided by sec-  
6       tion 2 of the Federal Employees Salary Increase Act of  
7       1955, (C) the amount of the increase provided by sec-  
8       tion 2 of the Federal Employees Salary Increase Act of  
9       1958, (D) the amount of the increase provided by sec-  
10      tion 112 of the Federal Employees Salary Increase Act  
11      of 1960, (E) the amount of the increases in schedule I  
12      and schedule II provided by section 602 of the Federal  
13      Salary Reform Act of 1962, and (F) the amount of the  
14      increase made by this section in the maximum rate of  
15      his grade, until (i) he leaves his position, or (ii) he is  
16      entitled to receive aggregate compensation at a higher  
17      rate by reason of the operation of this Act or any other  
18      provision of law; but, when such position becomes  
19      vacant, the aggregate rate of compensation of any sub-  
20      sequent appointee thereto shall be fixed in accordance  
21      with applicable provisions of law. Subject to clauses  
22      (i) and (ii) of the immediately preceding sentence of  
23      this paragraph, the amount of the increase provided by  
24      this section shall be held and considered for the purpose  
25      of section 208 (b) of such Act of September 1, 1954,

1 to constitute a part of the existing rate of compensation  
2 of such employee.

3 (5) If the officer or employee is in a position in  
4 grade 16 or 17 of the General Schedule of the Classifi-  
5 cation Act of 1949, as amended, to which he was  
6 promoted on or after the first day of his first pay period  
7 beginning on or after January 1, 1964, and if he holds  
8 such position, or another position in the same grade,  
9 on the effective date of this section, his rate of basic  
10 compensation shall be adjusted, as of such effective date,  
11 to that rate of basic compensation to which he would  
12 have been entitled if the compensation schedule in sub-  
13 section (a) of this section had been in effect on the  
14 date of his promotion.

15 SEC. 103. (a) Section 801 of the Classification Act of  
16 1949 (5 U.S.C. 1131), relating to new appointments, is  
17 amended to read as follows:

18 "SEC. 801. All new appointments shall be made at the  
19 minimum rate of the appropriate grade, except that in ac-  
20 cordance with regulations prescribed by the Commission  
21 which provide for such considerations as the candidate's  
22 existing salary, unusually high or unique qualifications, or a  
23 special need of the Government for his services, the head of  
24 any department may appoint individuals to positions in  
25 grade 13 and above of the General Schedule at such rate or



1 rates above the minimum rate of the appropriate grade as the  
2 Commission may authorize for this purpose.”.

3 (b) Section 1105 of the Classification Act of 1949, as  
4 amended (5 U.S.C. 1071, note and 1082, note), is amended  
5 to read as follows:

6 “SEC. 1105. The provisions of section 507, title VII,  
7 and title VIII of this Act shall not apply to professional engi-  
8 neering positions primarily concerned with research and  
9 development and professional positions in the physical and  
10 natural sciences and medicine placed in grades 16, 17, and  
11 18 of the General Schedule in accordance with subsection  
12 (b) or subsection (j) of section 505 of this Act. The  
13 President or an agency or agencies that he designates shall  
14 issue regulations governing the rate of basic compensation  
15 within the grade to be received by any officer or employee  
16 occupying, appointed to, or promoted to, such a position,  
17 and, in the case of reduction in grade, may issue regulations  
18 governing retention of the rate to which the officer or em-  
19 ployee was entitled immediately before reduction.”

20 (c) Section 505 (b) of the Classification Act of 1949,  
21 as amended (5 U.S.C. 1105 (b)), relating to the limitation  
22 on numbers of positions in grades 16, 17, and 18 of the Gen-  
23 eral Schedule of such Act, is amended by striking out “which  
24 may be placed in such grades” and by inserting in lieu  
25 thereof “, examiner positions under section 11 of the Admin-

1    istrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) , and  
2    positions placed under this Act pursuant to section 309 of  
3    the Federal Executive Salary Act of 1964, which may be  
4    placed in such grades”.

5        (d) Section 604 (d) (3) of the Federal Employees  
6    Pay Act of 1945, as amended (5 U.S.C. 944 (c) (3) ) , is  
7    amended to read as follows:

8            “(3) In the computation of rates, all remaining  
9    fractions of a cent shall be eliminated.”

10                            **POSTAL FIELD SERVICE EMPLOYEES**

11        SEC. 104. Section 1 of title 39, United States Code, is  
12    amended by striking out the period at the end of such section  
13    and inserting in lieu thereof a semicolon and the following:

14        “‘revenue unit’ means that amount of revenue of a  
15    post office from mail and special service transactions which  
16    is equal to the average sum of postal rates and fees received  
17    by the Department during the fiscal year for 1,000 pieces of  
18    originating mail and special service transactions determined  
19    in accordance with section 2331 of this title.”.

20        SEC. 105. Section 702 of title 39, United States Code,  
21    is amended to read as follows:

22    **“§ 702. Classes of post offices**

23        “(a) Effective at the beginning of each fiscal year the  
24    Postmaster General shall divide post offices into four classes  
25    on the basis of the revenue units of each office for the second



1 preceding fiscal year. He shall place in the first class those  
2 post offices having 950 or more revenue units. He shall place  
3 in the second class those post offices having 190 or more  
4 revenue units, but less than 950 revenue units. He shall  
5 place in the third class those post offices having 36 or more  
6 revenue units, but less than 190 revenue units. He shall  
7 place in the fourth class those post offices having less than 36  
8 revenue units.

9 “(b) The Postmaster General shall exclude from the  
10 revenue credited to a post office for the purposes of this sec-  
11 tion money received at that office for—

12 “(1) setting meters for patrons beyond the area  
13 served by the office unless authorized by the Depart-  
14 ment;

15 “(2) stamps, stamped envelopes, and postal cards  
16 sold in large or unusual quantities to be used in mailing  
17 matter at other offices; and

18 “(3) stamps, stamped envelopes, and postal cards  
19 sold for mailing matter diverted from other offices and  
20 mailing of matter so diverted without stamps affixed.

21 “(c) Whenever unusual conditions prevail at a post  
22 office of the fourth class, the Postmaster General may ad-  
23 vance such office to the appropriate class based on his  
24 estimate of the number of revenue units which the office will  
25 have during the succeeding twelve months. Any office so

1 advanced need not be relegated to a lower class before the  
2 end of the second fiscal year after the advancement. At that  
3 time, the office shall be assigned to the appropriate class in  
4 accordance with subsections (a) and (b) of this section.”.

5 SEC. 106. Section 704 of title 39, United States Code,  
6 is amended by deleting “of the first, second, or third class”  
7 appearing therein, and inserting in lieu thereof “(other than  
8 one for which the postmaster furnishes quarters, equipment,  
9 and fixtures on an allowance basis)”.

10 SEC. 107. Subsection (b) (1) of section 2102 of title  
11 39, United States Code, is amended to read as follows:

12 “(1) for post offices at which the postmaster does  
13 not furnish quarters on an allowance basis;”.

14 SEC. 108. (a) Section 3501 of title 39, United States  
15 Code, is amended by—

16 (1) deleting from the first sentence of subsection

17 (a) the following: “standard positions of postmaster  
18 in a fourth class office and rural carrier” and inserting  
19 in lieu thereof “standard position of rural carrier”; and

20 (2) inserting a new subsection (c) following sub-  
21 section (b) as follows:

22 “(c) As of the effective date of this section, the  
23 Postmaster General shall determine and adjust the rank-  
24 ings of all positions for which the number of annual



1 revenue units of a post office or its class is a relevant factor  
2 of the ranking, using the revenue units of the fiscal year  
3 ending June 30, 1963, and the class of the office as of July  
4 1, 1964. Thereafter the Postmaster General shall determine  
5 and, effective at the beginning of the first pay period in each  
6 calendar year, shall adjust the rankings of all positions for  
7 which the number of annual revenue units of a post office or  
8 its class is a relevant factor of the ranking, using the revenue  
9 units of the preceding fiscal year and the class in which the  
10 office will be placed at the beginning of the next fiscal year.  
11 The Postmaster General also may adjust rankings of such  
12 positions at other times of the year based upon substantial  
13 changes in service conditions.”.

14 (b) Chapter 45 of title 39, United States Code, is  
15 amended as follows:

16 (1) In subsection (c) of section 3513—

17 (A) Change the catchline to read “**POST**  
18 **OFFICE CLERK. (KP-4)**”; and

19 (B) Add the following new sentence to the  
20 end of paragraph (1): “This office has less than  
21 190 revenue units annually.”.

22 (2) In subsection (e) of section 3516—

23 (A) Change the catchline to read “**POST-**  
24 **MASTER. (KP-18)**”;

1 (B) Delete "third class" in the first sentence  
2 of paragraph (1) ; and

3 (C) Delete "annual receipts of approximately  
4 \$1,700" in the second sentence of paragraph (1)  
5 and insert in lieu thereof "approximately 40 reve-  
6 nue units annually".

7 (3) In subsection (b) of section 3517—

8 (A) Change the catchline to read "POST-  
9 MASTER. (KP-20)";

10 (B) Delete "third class" in the first sentence of  
11 paragraph (1) ; and

12 (C) Delete "annual receipts of approximately  
13 \$4,700" in the second sentence of paragraph (1)  
14 and insert in lieu thereof "approximately 110 reve-  
15 nue units annually".

16 (4) In subsection (b) of section 3518—

17 (A) Change the catchline to read "POSTMAS-  
18 TER. (KP-22)";

19 (B) Delete "third class" in the first sentence  
20 of paragraph (1) ; and

21 (C) Delete "annual receipts of approximately  
22 \$6,000" in the second sentence of paragraph (1)  
23 and insert in lieu thereof "approximately 140  
24 revenue units annually".



1 (5) In subsection (b) of section 3519—

2 (A) Change the catchline to read “ASSISTANT  
3 POSTMASTER. (KP-24)” ; and

4 (B) Delete “annual receipts of approximately  
5 \$63,000” in the second sentence of paragraph (1)  
6 and insert in lieu thereof “approximately 1,490  
7 revenue units annually”.

8 (6) In subsection (c) of section 3519—

9 (A) Change the catchline to read “POSTMAS-  
10 TER. (KP-25)” ;

11 (B) Delete “second class” in the first sentence  
12 of paragraph (1) ; and

13 (C) Delete “annual receipts of approximately  
14 \$16,000” in the second sentence of paragraph (1)  
15 and insert in lieu thereof “approximately 380  
16 revenue units annually”.

17 (7) In subsection (b) of section 3520—

18 (A) Change the catchline to read “POSTMAS-  
19 TER. (KP-27)” ;

20 (B) Delete “first class” in the first sentence of  
21 paragraph (1) ; and

22 (C) Delete “annual receipts of approximately  
23 \$63,000” in the second sentence of paragraph (1)  
24 and insert in lieu thereof “approximately 1,490  
25 revenue units annually”.

1 (8) In subsection (b) of section 3521—

2 (A) Change the catchline to read “POSTMAS-  
3 TER. (KP-29)”;

4 (B) Delete “first class” appearing in the first  
5 sentence of paragraph (1) ; and

6 (C) Delete “annual receipts of \$129,000” in  
7 the second sentence of paragraph (1) and insert  
8 in lieu thereof “approximately 3,060 revenue units  
9 annually”.

10 (9) In subsection (b) of section 3522—

11 (A) Change the catchline to read “POSTMAS-  
12 TER. (KP-31)”;

13 (B) Delete “first class” in the first sentence of  
14 paragraph (1) ; and

15 (C) Delete “annual receipts of \$314,000” in  
16 the second sentence of paragraph (1) and insert in  
17 lieu thereof “approximately 7,450 revenue units  
18 annually”.

19 (10) In subsection (b) of section 3523—

20 (A) Change the catchline to read “POSTMAS-  
21 TER. (KP-33)”;

22 (B) Delete “first class” appearing in the first  
23 sentence of paragraph (1) ; and

24 (C) Delete the second sentence of paragraph  
25 (1) and insert in lieu thereof: “This office has ap-



1           proximately 110 employees, approximately 14,350  
2           revenue units annually, 13 government-owned  
3           vehicle units, one classified station and 42 carrier  
4           routes within its jurisdiction.”.

5           (11) In subsection (b) of section 3524—

6                 (A) Change the catchline to read “ASSISTANT  
7           POSTMASTER. (KP-35)”;

8                 (B) Delete “annual receipts of \$2,700,000”  
9           in the second sentence of paragraph (1) and insert  
10          in lieu thereof “approximately 64,000 revenue units  
11          annually”.

12          (12) In subsection (c) of section 3524—

13                 (A) Change the catchline to read “POSTMAS-  
14          TER. (KP-36)”;

15                 (B) Delete “first class” in the first sentence  
16          of paragraph (1); and

17                 (C) Delete “annual receipts of \$1,000,000” in  
18          the second sentence of paragraph (1) and insert in  
19          lieu thereof “approximately 23,700 revenue units  
20          annually”.

21          (13) In subsection (a) of section 3525—

22                 (A) Change the catchline to read “ASSISTANT  
23          POSTMASTER. (KP-37)”;

24                 (B) Delete “annual receipts of \$8,460,000”  
25          in the second sentence of paragraph (1) and insert

1 in lieu thereof “approximately 200,000 revenue  
2 units annually”.

3 (14) In subsection (b) of section 3525—

4 (A) Change the catchline to read “**POSTMAS-**  
5 **TER. (KP-38)**”;

6 (B) Delete “first class” in the first sentence  
7 of paragraph (1) ; and

8 (C) Delete “annual receipts of \$2,700,000” in  
9 the second sentence of paragraph (1) and insert in  
10 lieu thereof “approximately 64,000 revenue units  
11 annually”.

12 (15) In subsection (a) of section 3526—

13 (A) Change the catchline to read “**ASSISTANT**  
14 **POSTMASTER. (KP-39)**”; and

15 (B) Delete “annual receipts of \$16,900,000”  
16 in the second sentence of paragraph (1) and insert  
17 in lieu thereof “approximately 400,000 revenue  
18 units annually”.

19 (16) In subsection (b) of section 3526—

20 (A) Change the catchline to read “**POSTMAS-**  
21 **TER. (KP-40)**”;

22 (B) Delete “first class” in the first sentence of  
23 paragraph (1) ; and

24 (C) Delete “annual receipts of \$4,470,000” in  
25 the second sentence of paragraph (1) and insert in



1        lieu thereof “approximately 106,000 revenue units  
2        annually”.

3        (17) In subsection (b) of section 3527—

4            (A) Change the catchline to read “ASSISTANT  
5        POSTMASTER. (KP-42)” ; and

6            (B) Delete “annual receipts of \$48,000,000”  
7        in the second sentence of paragraph (1) and insert  
8        in lieu thereof “approximately 1,000,000 revenue  
9        units annually”.

10        (18) In subsection (c) of section 3527—

11            (A) Change the catchline to read “POST-  
12        MASTER. (KP-43)” ;

13            (B) Delete “first class” in the first sentence of  
14        paragraph (1) ; and

15            (C) Delete “annual receipts of \$8,460,000” in  
16        the second sentence of paragraph (1) and insert in  
17        lieu thereof “approximately 200,000 revenue units  
18        annually”.

19        (19) In subsection (b) of section 3528—

20            (A) Change the catchline to read “ASSISTANT  
21        POSTMASTER. (KP-45)” ; and

22            (B) Delete “annual receipts of \$140,000,000”  
23        in the second sentence of paragraph (1) and insert  
24        in lieu thereof “approximately 2,500,000 revenue  
25        units annually”.

1 (20) In subsection (c) of section 3528—

2 (A) Change the catchline to read “POST-  
3 MASTER. (KP-46)”;

4 (B) Delete “first class” in the first sentence of  
5 paragraph (1); and

6 (C) Delete “annual receipts of \$16,900,000”  
7 in the second sentence of paragraph (1) and insert  
8 in lieu thereof “approximately 400,000 revenue  
9 units annually”.

10 (21) In section 3529—

11 (A) Change the catchline immediately pre-  
12 ceding paragraph (1) to read “POSTMASTER.  
13 (KP-47)”;

14 (B) Delete “first class” in the first sentence  
15 of paragraph (1); and

16 (C) Delete “annual receipts of \$48,000,000”  
17 in the second sentence of paragraph (1) and insert  
18 in lieu thereof “approximately 1,000,000 revenue  
19 units annually”.

20 (22) In section 3530—

21 (A) Change the catchline immediately pre-  
22 ceding paragraph (1) to read “POSTMASTER.  
23 (KP-48)”;



1 (B) Delete "first class" in the first sentence  
2 of paragraph (1) ; and

3 (C) Delete “annual receipts of \$140,000,000”  
4 in the second sentence of paragraph (1) and insert  
5 in lieu thereof “approximately 2,500,000 revenue  
6 units annually”.

7 SEC. 109. Section 3542 (a) of title 39, United States  
8 Code, is amended to read as follows—

9       “(a) There is established a basic compensation sched-  
10   ule for positions in the postal field service which shall be  
11   known as the Postal Field Service Schedule and for which  
12   the symbol shall be ‘PFS’. Except as provided in section  
13   3543 of this title, basic compensation shall be paid to all  
14   employees in accordance with such schedule.

15 "POSTAL FIELD SERVICE SCHEDULE

[illegible]

SEC. 110. Section 3543 (a) of title 39, United States Code, is amended to read as follows—

“(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be ‘RCS’.

“RURAL CARRIER SCHEDULE

|                                                                            | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25”.    |

SEC. 111. (a) Section 3544 of title 39, United States Code, is amended to read as follows:

“§ 3544. Compensation of Postmasters at Fourth-Class Offices

“(a) The Postmaster General shall rank the position of postmaster of fourth-class offices in level 5 of the Postal Field Service Schedule and shall establish the annual rate of basic compensation for each such position in the proportion of the annual rate of basic compensation for positions in PFS-5 which he determines, in consideration of the postal needs of the patrons of the office, that the postmaster’s hours



1 of service bear to full-time service. Determinations made  
2 by the Postmaster General under this subsection shall be  
3 final and conclusive until changed by him.

4 “(b) Persons who perform the duties of postmaster  
5 at a post office of the fourth class where there is a vacancy  
6 or during the absence of the postmaster on sick or annual  
7 leave or leave without pay shall be compensated at the  
8 rate of basic compensation for PFS level 5, step 1, deter-  
9 mined in accordance with subsection (a) of this section.

10 “(c) At seasonal post offices of the fourth class, the  
11 Postmaster General may authorize the payment of basic  
12 salary prorated over the pay periods the office is open for  
13 business during the fiscal year.

14 “(d) When required by the Postmaster General a post-  
15 master at a fourth-class office shall, and any other postmaster  
16 in PFS level 5 when permitted by the Postmaster General  
17 may, furnish quarters, fixtures, and equipment for an office  
18 on an allowance basis. The allowance for this purpose shall  
19 be an amount equal to 15 per centum of the basic compen-  
20 sation for the postmaster at the office computed on the basis  
21 of the first step of PFS level 5.”.

22 (b) In the operation of the amendment made by sub-  
23 section (a) of this section, the following provisions shall  
24 govern:

25 (1) Each postmaster at a fourth-class office on the

1 effective date of this section shall be assigned, as of such  
2 date—

3 (A) to that numerical step of level 5 of the Postal  
4 Field Service Schedule (PFS-5) which corresponds  
5 to the numerical step of the Fourth-Class Office Sched-  
6 ule (FOS) receipts category which he occupied im-  
7 mediately prior to such assignment, or

8 (B) to the lowest step of level 5 of the Postal Field  
9 Service Schedule (PFS-5) which will provide him,  
10 for the number of hours of service determined under  
11 section 3544 of title 39, United States Code, compen-  
12 sation which is not less than the compensation to which  
13 he would otherwise be entitled, on the effective date of  
14 this section, under Fourth Class Schedule II (as if such  
15 schedule were in effect on such date),

16 whichever step provides the higher rate of compensation.

17 (2) If no step in level 5 of the Postal Field Service  
18 Schedule (PFS-5) will provide a postmaster, so assigned  
19 under paragraph (1) of this subsection, with compensation  
20 which is equal to or greater than the compensation which  
21 he would have received under Fourth Class Schedule II (as  
22 if such schedule were in effect on the effective date of this  
23 section), such postmaster shall receive compensation at a  
24 rate equal to the applicable rate fixed under Fourth Class  
25 Schedule II (as if such schedule were in effect on the effec-



1 tive date of this section) and the provisions of section 3544  
2 of title 39, United States Code (as such provisions existed  
3 immediately prior to the effective date of this section). Sub-  
4 ject to the provisions of section 3560 of title 39, United  
5 States Code, the compensation of a postmaster paid in  
6 accordance with the immediately preceding sentence shall  
7 be adjusted in accordance with changes in the gross postal  
8 receipts of his post office as though this Act had not been  
9 enacted. The compensation of a postmaster paid in accord-  
10 ance with any of the foregoing provisions of this paragraph  
11 shall continue in effect until such postmaster is entitled to  
12 receive compensation at a higher rate by reason of the  
13 operation of this Act or any other provision of law.

14 (3) If changes in the gross postal receipts category or  
15 changes in salary step otherwise would occur on the effective  
16 date of this section (without regard to the enactment of this  
17 section), such changes shall be held and considered to have  
18 occurred prior to assignment under paragraph (1) of this  
19 subsection.

20 (c) The table of contents of chapter 45 of title 39,  
21 United States Code, is amended by deleting:

“3544. Fourth Class Office Schedule.”;

22 and inserting in lieu thereof

“3544. Compensation of Postmasters at Fourth-Class Offices.”.

1        SEC. 112. (a) Subsection (a) of section 6007 of title  
2 39, United States Code, is amended to read as follows:

3        “(a) The Postmaster General shall pay to persons,  
4 other than special delivery messengers at post offices of the  
5 first class, for making delivery of special delivery mail such  
6 fees as may be established by him not in excess of the special  
7 delivery fee.”.

8        (b) Section 2009 of title 39, United States Code, is  
9 amended by deleting “at any price less than eight cents per  
10 piece” and inserting in lieu thereof “at any price less than  
11 the fees established pursuant to section 6007 (a) of this  
12 title.”.

13        SEC. 113. Section 3560 of title 39, United States Code,  
14 is amended—

15            (1) by deleting from subsection (a) “(3) gross  
16 receipts category, with respect to the Fourth-Class Office  
17 Schedule” and inserting in lieu thereof “(3) minimum  
18 hours of service with respect to postmasters in fourth-  
19 class post offices”; and

20            (2) by deleting from subsection (f) “(1) reduc-  
21 tions in class or gross receipts category of any post  
22 office, or” and inserting in lieu thereof “(1) reduc-  
23 tions in class, revenue units of any post office, or the



1        minimum hours of service for a fourth-class post office,  
2        or”.

3        SEC. 114. Section 3552 of title 39, United States Code,  
4        is amended by adding the following new subsection at the end  
5        thereof:

6        “(d) Notwithstanding the provisions of subsections (a),  
7        (b), and (c) of this section, the Postmaster General is au-  
8        thorized to advance any employee in PFS level 9 or below  
9        who—

10                “(1) was promoted to a higher level between July  
11                9, 1960, and October 13, 1962; and

12                “(2) is senior with respect to total postal service to  
13                an employee in his own post office promoted to the same  
14                position since October 13, 1962, and is at a step in the  
15                level below the step of the junior employee.

16        Any increase under the provisions of this subsection shall not  
17        constitute an equivalent increase and credit earned prior to  
18        adjustment under this subsection for advancement to the next  
19        step shall be retained.”

20        SEC. 115. (a) Section 711 of title 39, United States  
21        Code, is repealed.

22        (b) The table of contents of chapter 7 of title 39, United  
23        States Code, is amended by deleting  
24                “711. Method of determining gross receipts.”.

25        SEC. 116. (a) The basic compensation of each employee  
subject to the Postal Field Service Schedule or the Rural

1 Carrier Schedule immediately prior to the effective date of  
2 this section shall be determined as follows:

3 (1) Each employee shall be assigned to the same  
4 numerical step for his position which he had attained  
5 immediately prior to such effective date. If changes  
6 in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such  
7 changes shall be deemed to have occurred prior to  
8 conversion.  
9

10 (2) If the existing basic compensation is greater  
11 than the rate to which the employee is converted under  
12 paragraph (1) of this section, the employee shall be  
13 placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds  
14 the maximum step of his position, his existing basic  
15 compensation shall be established as his basic compensation.  
16  
17

18 (b) Section 3541 (f) of title 39, United States Code,  
19 relating to computation of rates, is amended to read as  
20 follows:

21 “(f) In the computation of rates, all remaining fractions  
22 of a cent shall be eliminated.”.



1 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND  
2 SURGERY OF THE VETERANS' ADMINISTRATION

3 SEC. 117. (a) Section 4103 of title 38, United States  
4 Code, relating to the appointment and annual salaries of cer-  
5 tain staff positions in the Department of Medicine and Sur-  
6 gery of the Veterans' Administration, is amended to read as  
7 follows:

8 "§ 4103. Office of the Chief Medical Director

9 "(a) The Office of the Chief Medical Director shall  
10 consist of the following—

11 "(1) The Chief Medical Director, who shall  
12 be the Chief of the Department of Medicine and  
13 Surgery and shall be directly responsible to the  
14 Administrator for the operations of the Department.  
15 He shall be a qualified doctor of medicine, appointed  
16 by the Administrator.

17 "(2) The Deputy Chief Medical Director, who  
18 shall be the principal assistant of the Chief Medical  
19 Director. He shall be a qualified doctor of medicine,  
20 appointed by the Administrator.

21 "(3) Not to exceed five Assistant Chief Medical  
22 Directors, who shall be appointed by the Administrator  
23 upon the recommendation of the Chief Medical Director.  
24 One Assistant Chief Medical Director shall be a qualified  
25 doctor of dental surgery or dental medicine who shall

1 be directly responsible to the Chief Medical Director for  
2 the operation of the Dental Service.

3 “(4) Such Medical Directors as may be appointed  
4 by the Administrator, upon the recommendation of the  
5 Chief Medical Director, to suit the needs of the Depart-  
6 ment. A Medical Director shall be either a qualified  
7 doctor of medicine or a qualified doctor of dental surgery  
8 or dental medicine.

9 “(5) A Director of Nursing Service, who shall be  
10 a qualified registered nurse, appointed by the Adminis-  
11 trator, and who shall be responsible to the Chief Medi-  
12 cal Director for the operation of the Nursing Service.

13 “(6) A Chief Pharmacist and a Chief Dietitian,  
14 appointed by the Administrator.

15 “(7) Such other personnel and employees as may  
16 be authorized by this chapter.

17 “(b) Except as provided in subsection (c), any ap-  
18 pointment under this section shall be for a period of four  
19 years, with reappointment permissible for successive like  
20 periods, except that persons so appointed or reappointed shall  
21 be subject to removal by the Administrator for cause.

22 “(c) The Administrator may designate a member of the  
23 Chaplain Service of the Veterans’ Administration as Direc-  
24 tor, Chaplain Service, for a period of two years, subject to  
25 removal by the Administrator for cause. Redesignation



1 under this subsection may be made for successive like  
2 periods. An individual designated as Director, Chaplain  
3 Service, shall at the end of his period of service as Director  
4 revert to the position, grade, and status which he held im-  
5 mediately prior to being designated Director, Chaplain  
6 Service, and all service as Director, Chaplain Service, shall  
7 be creditable as service in the former position.”.

8 (b) The table of contents of chapter 73 of title 38,  
9 United States Code, is amended by striking out  
“4103. Appointments and compensation.”

10 and inserting in lieu thereof:

“4103. Office of the Chief Medical Director.”.

11 (c) Section 2 of the Act of July 31, 1894, as amended  
12 (5 U.S.C. 62), shall not apply to any individual appointed,  
13 before January 1, 1964, as Chief Medical Director under  
14 section 4103 of title 38, United States Code; but section  
15 212 of the Act of June 30, 1932, as amended (5 U.S.C.  
16 59a), shall apply, in accordance with its terms, to any such  
17 individual.

18 SEC. 118. Section 4107 of title 38, United States Code,  
19 relating to grades and pay scales for certain positions within  
20 the Department of Medicine and Surgery of the Veterans’  
21 Administration, is amended to read as follows:

22 **“§ 4107. Grades and pay scales**

23 “(a) The per annum full-pay scale or ranges for posi-  
24 tions provided in section 4103 of this title, other than Chief

1 Medical Director and Deputy Chief Medical Director, shall  
2 be as follows:

3 "SECTION 4103 SCHEDULE

4 "Assistant Chief Medical Director, \$24,500.

5 "Medical Director, \$21,445 minimum to \$24,445 maxi-  
6 mum.

7 "Director of Nursing Service, \$16,460 minimum to  
8 \$21,590 maximum.

9 "Director, Chaplain Service, \$16,460 minimum to  
10 \$21,590 maximum.

11 "Chief Pharmacist, \$16,460 minimum to \$21,590 maxi-  
12 mum.

13 "Chief Dietitian, \$16,460 minimum to \$21,590 maxi-  
14 mum.

15 "(b) (1) The grades and per annum full-pay ranges for  
16 positions provided in paragraph (1) of section 4104 of this  
17 title shall be as follows:

18 "PHYSICIAN AND DENTIST SCHEDULE

19 "Director grade, \$18,935 minimum to \$24,175 maxi-  
20 mum.

21 "Executive grade, \$17,655 minimum to \$23,190 maxi-  
22 mum.

23 "Chief grade, \$16,460 minimum to \$21,590 maximum.

24 "Senior grade, \$14,170 minimum to \$18,580 maximum.

25 "Intermediate grade, \$12,075 minimum to \$15,855  
26 maximum.



1       “Full grade, \$10,200 minimum to \$13,395 maximum.

2       “Associate grade, \$8,550 minimum to \$11,205 maxi-  
3       mum.

4                               “NURSE SCHEDULE

5       “Assistant Director grade, \$14,170 minimum to \$18,580  
6       maximum.

7       “Chief grade, \$12,075 minimum to \$15,855 maximum.

8       “Senior grade, \$10,200 minimum to \$13,395 maximum.

9       “Intermediate grade, \$8,550 minimum to \$11,205  
10       maximum.

11       “Full grade, \$7,210 minimum to \$9,415 maximum.

12       “Associate grade, \$6,315 minimum to \$8,205 maximum.

13       “Junior grade, \$5,505 minimum to \$7,170 maximum.

14       “(2) No person may hold the director grade unless  
15       he is serving as a director of a hospital, domiciliary, center,  
16       or outpatient clinic (independent). No person may hold  
17       the executive grade unless he holds the position of chief  
18       of staff at a hospital, center, or outpatient clinic (independ-  
19       ent), or the position of clinic director at an outpatient  
20       clinic, or comparable position.”.

21               FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND  
22                               EMPLOYEES

23       SEC. 119. Section 412 of the Foreign Service Act of  
24       1946, as amended (22 U.S.C. 867), is amended to read as  
25       follows:

“FOREIGN SERVICE OFFICERS

“SEC. 412. There shall be 10 classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7.....  | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250”.  |

SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870 (a) ) is amended to read as follows:

“(a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5.....  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6.....  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830”.  |

SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are en-



1 titled to receive basic compensation immediately prior to the  
2 effective date of this section at one of the rates provided by  
3 section 412 or 415 of the Foreign Service Act of 1946, shall  
4 receive basic compensation, on and after such effective date,  
5 at the rate of their class determined to be appropriate by  
6 the Secretary of State.

7       AGRICULTURAL STABILIZATION AND CONSERVATION

8                   COUNTY COMMITTEE EMPLOYEES

9       SEC. 122. The rates of compensation of persons em-  
10 ployed by the county committees established pursuant to sec-  
11 tion 8 (b) of the Soil Conservation and Domestic Allotment  
12 Act (16 U.S.C. 590h (b) ) shall be increased by amounts  
13 equal, as nearly as may be practicable, to the increases pro-  
14 vided by section 102 of this Act for corresponding rates of  
15 compensation in the appropriate schedule or scale of pay.

16                   MISCELLANEOUS PROVISIONS

17       SEC. 123. Section 504 of the Federal Salary Reform Act  
18 of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by  
19 adding at the end thereof the following new subsection:

20       “(d) The rate of basic compensation, established under  
21 this section, and received by any officer or employee im-  
22 mediately prior to the effective date of a statutory increase in  
23 the compensation schedules of the salary systems specified  
24 in subsection (a) shall be initially adjusted on the effective  
25 date of such new compensation schedules in accordance with

1 conversion rules and regulations prescribed by the President  
2 or by such agency or agencies as he may designate.”

3                   ABSORPTION OF COSTS

4       SEC. 124. (a) The cost of not less than 10 per centum  
5 of the aggregate amount of the increases in compensation  
6 provided by this title for the fiscal year 1965 shall be  
7 absorbed by the departments, agencies, establishments, and  
8 corporations in the executive branch; and no amount beyond  
9 the additional sum for such compensation increases pro-  
10 posed in the budget for the fiscal year 1965 is authorized  
11 to be appropriated by any provision of this Act. The total  
12 amount of such absorption shall be allocated by the Bureau  
13 of the Budget among such departments, agencies, establish-  
14 ments, and corporations in such manner and to such extent  
15 as the Director of the Bureau of the Budget deems appro-  
16 priate in the light of their essential functions.

17       (b) Pursuant to the objective of this section, heads of  
18 the executive branch activities concerned are directed to  
19 review with meticulous care each vacancy resulting from  
20 voluntary resignation, retirement, or death and to determine  
21 whether the duties of the position can be reassigned to other  
22 employees or whether the position can be abolished without  
23 seriously affecting the execution of essential functions.

24       (c) Nothing contained in subsection (a) of this section



1 shall be held or considered to require (1) the separation  
2 from the service of any individual by reduction in force or  
3 other personnel action or (2) the placing of any individual  
4 in a leave-without-pay status.

5 TITLE II—FEDERAL LEGISLATIVE SALARIES

6 SEC. 201. This title may be cited as the “Federal Legis-  
7 lative Salary Act of 1964”.

8 SEC. 202. (a) Each officer or employee in or under the  
9 legislative branch of the Government whose rate of com-  
10 pensation is increased by section 5 of the Federal Employees  
11 Pay Act of 1946 shall be paid additional compensation in  
12 an amount equal to the greater of the following amounts, as  
13 applicable:

14 (1) an amount equal to  $3\frac{1}{2}$  per centum of his gross  
15 rate of compensation (basic compensation plus addi-  
16 tional compensation authorized by law) in effect im-  
17 mediately prior to the effective date of this section plus  
18 1 per centum of such gross rate for each whole multiple,  
19 or part of a multiple, of \$500 basic compensation; or

20 (2) an amount equal to 5 per centum of such gross  
21 rate.

22 (b) The total annual compensation in effect immediately  
23 prior to the effective date of this section of each officer or em-  
24 ployee of the House of Representatives, whose compensation  
25 is disbursed by the Clerk of the House of Representatives and

1 is not increased by reason of any other provision of this title,  
2 shall be increased by an amount which is equal to the amount  
3 of the increase provided by subsection (a) of this section in  
4 that gross rate which is nearest in amount to the total an-  
5 nual compensation of such officer or employee.

6 (c) Each of the limitations on gross rate per thousand  
7 and gross rate per hour per person provided by applicable  
8 law on the effective date of this section with respect to the  
9 folding of speeches and pamphlets for the House of Repre-  
10 sentatives shall be increased by 7 per centum. The amount  
11 of each increase under this subsection shall be computed to  
12 the nearest cent, counting one-half cent and over as a whole  
13 cent.

14 (d) The additional compensation provided by this sec-  
15 tion shall be considered a part of basic compensation for the  
16 purposes of the Civil Service Retirement Act (5 U.S.C.  
17 2251 and the following).

18 (e) Section 202 (e) of the Legislative Reorganization  
19 Act of 1946, as amended (2 U.S.C. 72a (e) ), is amended—

20 (1) by striking out “\$8,880” where it first appears  
21 in such subsection and inserting in lieu thereof “the  
22 highest amount which, together with additional com-  
23 pensation authorized by law, will not exceed the maxi-  
24 mum rate authorized by the Classification Act of 1949,  
25 as amended,”; and



1           (2) by striking out “\$8,880” at the second place  
2 where it appears in such subsection and inserting in lieu  
3 thereof “the highest amount which, together with addi-  
4 tional compensation authorized by law, will not exceed  
5 the maximum rate authorized by the Classification Act  
6 of 1949, as amended”.

7           (f) (1) This subsection is enacted as an exercise of the  
8 rule making power of the House of Representatives with full  
9 recognition of the constitutional right of the House of Repre-  
10 sentatives to change the rule amended by this subsection at  
11 any time, in the same manner, and to the same extent as in  
12 the case of any other rule of the House of Representatives.

13           (2) Clause 28 (c) of Rule XI of the Rules of the  
14 House of Representatives is amended—

15           (A) by striking out “\$8,880” where it first appears  
16 in such clause and inserting in lieu thereof “the highest  
17 amount which, together with additional compensation  
18 authorized by law, will not exceed the maximum rate  
19 authorized by the Classification Act of 1949, as  
20 amended,”; and

21           (B) by striking out “\$8,880” at the second place  
22 where it appears in such clause and inserting in lieu  
23 thereof “the highest amount which, together with ad-  
24 ditional compensation authorized by law, will not exceed

1 the maximum rate authorized by the Classification Act  
2 of 1949, as amended”.

3 SEC. 203. (a) The compensation of the Comptroller  
4 General of the United States shall be at the rate of \$30,000  
5 per annum.

6 (b) The compensation of the Assistant Comptroller  
7 General of the United States shall be at the rate of \$29,000  
8 per annum.

9 (c) The compensation of the General Counsel of the  
10 United States General Accounting Office, the Librarian of  
11 Congress, the Public Printer, and the Architect of the Capi-  
12 tol shall be at the rate of \$28,000 per annum.

13 (d) The compensation of the Deputy Librarian of Con-  
14 gress, the Deputy Public Printer, and the Assistant Architect  
15 of the Capitol shall be at the rate of \$27,000 per annum.

16 (e) The compensation of the Second Assistant Archi-  
17 tect of the Capitol shall be at the rate of \$26,000 per annum.

18 (f) The compensation of the Chaplain of the House of  
19 Representatives shall be at the rate of \$12,500 per annum.

20 SEC. 204. Section 601 (a) of the Legislative Reorgani-  
21 zation Act of 1946, as amended (2 U.S.C. 31), is amended  
22 to read as follows:

23 “(a) The compensation of Senators, Representatives in  
24 Congress, and the Resident Commissioner from Puerto Rico



1 shall be at the rate of \$30,000 per annum each; and the  
2 compensation of the Speaker of the House of Representa-  
3 tives shall be at the rate of \$43,000 per annum.”

4 SEC. 205. No officer or employee subject to section 202  
5 (a) or 202 (b) of this title shall receive, by reason of any  
6 provision of this title, an increase in gross rate of compensa-  
7 tion (basic compensation plus additional compensation au-  
8 thorized by law), or in total annual compensation, which is  
9 in excess of the amount of the increase in basic compensation  
10 provided by the amendment made by section 102 (a) of  
11 title I of this Act for positions in grade 18 of the General  
12 Schedule of the Classification Act of 1949, as amended.

13 TITLE III—FEDERAL EXECUTIVE SALARIES

14 SEC. 301. This title may be cited as the “Federal Execu-  
15 tive Salary Act of 1964”.

16 SEC. 302. There is hereby established for offices and  
17 positions to which section 303 of this title applies a basic  
18 compensation schedule, to be known as the “Federal Execu-  
19 tive Salary Schedule”, which shall be divided into six salary  
20 levels.

21 SEC. 303. (a) Level I of the Federal Executive Salary  
22 Schedule shall apply to the following offices and positions,  
23 for which the annual rate of basic compensation shall be  
24 \$32,500:

25 (1) Secretary of State.

(2) Secretary of the Treasury.

(3) Secretary of Defense.

(4) Attorney General.

(5) Postmaster General.

(6) Secretary of the Interior.

(7) Secretary of Agriculture.

(8) Secretary of Commerce.

(9) Secretary of Labor.

(10) Secretary of Health, Education, and Welfare.

(b) Level II of the Federal Executive Salary Schedule

shall apply to the following offices and positions, for which

the annual rate of basic compensation shall be \$30,000:

(1) Deputy Secretary of Defense.

(2) Under Secretary of State.

(3) Administrator, Agency for International Development.

(4) Administrator of the National Aeronautics and Space Administration.

(5) Administrator of Veterans' Affairs.

(6) Administrator of the Housing and Home Finance Agency.

(7) Chairman, Atomic Energy Commission.

(8) Chairman, Council of Economic Advisers.

(9) Chairman, Board of Governors of the Federal Reserve System.



1           (10) Director of the Bureau of the Budget.

2           (11) Director of the Office of Science and Tech-  
3 nology.

4           (12) Director of the United States Arms Control  
5 and Disarmament Agency.

6           (13) Director of the United States Information  
7 Agency.

8           (14) Director of the Federal Bureau of Investiga-  
9 tion, Department of Justice, so long as the position is  
10 held by the present incumbent.

11          (15) Director of Central Intelligence.

12          (c) Level III of the Federal Executive Salary Sched-  
13 ule shall apply to the following offices and positions, for  
14 which the annual rate of basic compensation shall be  
15 \$29,000:

16           (1) Deputy Attorney General.

17           (2) Deputy Postmaster General.

18           (3) Under Secretary of Agriculture.

19           (4) Under Secretary of Commerce.

20           (5) Under Secretary of Commerce for Transpor-  
21 tation.

22           (6) Under Secretary of Health, Education, and  
23 Welfare.

24           (7) Under Secretary of the Interior.

25           (8) Under Secretary of Labor.

1           (9) Under Secretary of State for Political Affairs  
2 or Under Secretary of State for Economic Affairs.

3           (10) Under Secretary of the Treasury.

4           (11) Under Secretary of the Treasury for Mone-  
5 tary Affairs.

6           (12) Secretary of the Air Force.

7           (13) Secretary of the Army.

8           (14) Secretary of the Navy.

9           (15) Administrator of the Federal Aviation  
10 Agency.

11           (16) Administrator of General Services.

12           (17) Administrator of the Small Business Admin-  
13 istration.

14           (18) Deputy Administrator of Veterans' Affairs.

15           (19) Deputy Administrator, Agency for Interna-  
16 tional Development.

17           (20) Chairman of the National Mediation Board.

18           (21) Chairman, Civil Aeronautics Board.

19           (22) Chairman of the United States Civil Service  
20 Commission.

21           (23) Chairman of the Railroad Retirement Board.

22           (24) Chairman, Federal Communications Commis-  
23 sion.



1           (25) Chairman, Board of Directors, Federal De-  
2       posit Insurance Corporation.

3           (26) Chairman of the Federal Home Loan Bank  
4       Board.

5           (27) Chairman of the Federal Maritime Commis-  
6       sion.

7           (28) Chairman, Federal Power Commission.

8           (29) Chairman, Federal Trade Commission.

9           (30) Chairman, Interstate Commerce Commission.

10          (31) Chairman, National Labor Relations Board.

11          (32) Chairman, Securities and Exchange Commis-  
12       sion.

13          (33) Chairman, Board of Directors of the Ten-  
14       nessee Valley Authority.

15          (34) Comptroller of the Currency.

16          (35) Commissioner of Internal Revenue.

17          (36) Director of Defense Research and Engi-  
18       neering, Department of Defense.

19          (37) Deputy Administrator of the National Aero-  
20       nautics and Space Administration.

21          (38) Deputy Director of the Bureau of the Budget.

22          (39) Deputy Director of Central Intelligence.

23          (40) Director of the Office of Emergency Plan-  
24       ning.

25          (41) Director of the Peace Corps.

(42) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

(43) Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent.

(44) Members, Atomic Energy Commission.

(45) Members, Board of Governors of the Federal Reserve System.

(46) Members, Council of Economic Advisers.

(47) Director of National Science Foundation.

(48) Deputy Administrator of the Housing and Home Finance Agency.

(49) President, Export-Import Bank of Washington.

(d) The President is authorized from time to time to place offices and positions in levels IV, V, and VI of the Federal Executive Salary Schedule in accordance with subsections (e), (f), and (g) of this section. Each such action shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of national security.

(e) Offices and positions which the President is authorized to place in level IV include assistant secretaries of executive and military departments, general counsels of executive departments, members of regulatory boards and commissions,



1 deputy heads of large agencies, heads of certain agencies and  
2 bureaus, and such other offices and positions the duties and re-  
3 sponsibilities of which he deems appropriate for this level.  
4 The annual rate of basic compensation of such offices and  
5 positions shall be \$28,000.

6 (f) Offices and positions which the President is author-  
7 ized to place in level V include heads of principal services  
8 and such other offices and positions the duties and respon-  
9 sibilities of which he deems appropriate for this level. The  
10 annual rate of basic compensation of such offices and posi-  
11 tions shall be \$27,000.

12 (g) Offices and positions which the President is author-  
13 ized to place in level VI include heads and board members  
14 of smaller agencies, deputy heads of other agencies, and such  
15 other offices and positions the duties and responsibilities of  
16 which he deems appropriate for this level. The annual rate  
17 of basic compensation for such offices and positions shall be  
18 \$26,000.

19 (h) Notwithstanding any other provision of law, the  
20 members (other than the Chairman or President, as ap-  
21 plicable, or the Comptroller of the Currency in his capacity  
22 as a member of the Board of Directors of the Federal Deposit  
23 Insurance Corporation) of each of the boards and commis-  
24 sions, the Chairman or President of which is placed in level  
25 III of the Federal Executive Salary Schedule by subsection

1 (c) of this section, shall be placed in level IV of such  
2 schedule.

3 SEC. 304. (a) Section 104 of title 3, United States  
4 Code (relating to the compensation of the Vice President),  
5 is amended by striking out “\$35,000” and inserting in lieu  
6 thereof “\$43,000”.

7 (b) Section 105 of title 3, United States Code, is  
8 amended to read as follows:

9 **“§ 105. Compensation of secretaries and executive, adminis-**  
10 **trative, and staff assistants to President**

11 “The President is authorized to fix the compensation of  
12 the six administrative assistants authorized to be appointed  
13 under section 106 of this title, of the Executive Secretary of  
14 the National Security Council, and of eight other secretaries  
15 or other immediate staff assistants in the White House Office  
16 at rates of compensation not to exceed that of level II of the  
17 Federal Executive Salary Schedule.”.

18 **CONFORMING CHANGES IN EXISTING LAW**

19 SEC. 305. The following provisions of law are hereby  
20 repealed:

21 (1) The Federal Executive Pay Act of 1956, as  
22 amended (5 U.S.C. 2201–2209), establishing rates of basic  
23 compensation for heads of executive departments and other  
24 Federal officials.

25 (2) Section 3012 (h) of title 10, United States Code,



1 providing compensation of \$22,000 a year for the Secretary  
2 of the Army.

3 (3) Section 3013 (b) of title 10, United States Code,  
4 fixing the annual salaries of the Under Secretary and each  
5 Assistant Secretary of the Army at \$20,000 a year.

6 (4) Section 5031 (d) of title 10, United States Code,  
7 providing compensation of \$22,000 a year for the Secretary  
8 of the Navy.

9 (5) Section 5033 (c) of title 10, United States Code,  
10 providing the annual salary of \$20,000 a year for the  
11 Under Secretary of the Navy.

12 (6) Section 304 of Public Law 87-651, approved Sep-  
13 tember 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note),  
14 providing compensation of \$20,000 a year for Assistant  
15 Secretaries of the Navy.

16 (7) Section 8012 (g) of title 10, United States Code,  
17 providing compensation of \$22,000 a year for the Secretary  
18 of the Air Force.

19 (8) Section 8013 (b) of title 10, United States Code,  
20 fixing the annual salaries of the Under Secretary and each  
21 Assistant Secretary of the Air Force at \$20,000 a year.

22 (9) Section 137 (c) of title 10, United States Code,  
23 fixing the compensation of the General Counsel of the  
24 Department of Defense at the rate prescribed by law for  
25 assistant secretaries of executive departments.

1       (10) (A) The last sentence of section 22 a. of the  
2 Atomic Energy Act of 1954, as amended (68 Stat. 924;  
3 71 Stat. 612; 42 U.S.C. 2032 (a) ), relating to the annual  
4 salaries of the Chairman and members of such Commission,  
5 which reads: "Each member, except the Chairman, shall  
6 receive compensation at the rate of \$22,000 per annum;  
7 and the member designated as Chairman shall receive  
8 compensation at the rate of \$22,500 per annum."

9       (B) That part of the first sentence of section 27 a. of  
10 the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C.  
11 2037 (a) ), relating to the salary of the Chairman of the  
12 Military Liaison Committee which reads: ", and who shall  
13 receive compensation at the rate prescribed for an Assistant  
14 Secretary of Defense".

15       (11) That part of Reorganization Plan Numbered 1  
16 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C.  
17 133z-15, note) —

18       (A) In section 2 (b) , relating to the annual salary  
19 of the Director of the Office of Emergency Planning,  
20 which reads: "and shall receive compensation at the  
21 rate now or hereafter prescribed by law for the heads  
22 of executive departments";

23       (B) In section 2 (c) , relating to the annual salary  
24 of the Deputy Director of such Office, which reads:  
25 "shall receive compensation at the rate now or here-



1 after prescribed by law for the under secretaries referred  
2 to in section 104 of the Federal Executive Pay Act of  
3 1956 (5 U.S.C. 2203),”; and

4 (C) In section 2 (d) relating to the annual salaries  
5 of three Assistant Directors of such Office, which reads:  
6 “shall receive compensation at the rate now or hereafter  
7 prescribed by law for assistant secretaries of executive  
8 departments,”.

9 (12) (A) That part of the second sentence of section  
10 202 (a) of the National Aeronautics and Space Act of 1958  
11 (72 Stat. 429; 42 U.S.C. 2472 (a) ), relating to the annual  
12 salary of the Administrator of the National Aeronautics and  
13 Space Administration, which reads: “, and shall receive com-  
14 pensation at the rate of \$22,500 per annum”.

15 (B) That part of the first sentence of section 202 (b)  
16 of such Act (72 Stat. 429; 42 U.S.C. 2472 (b) ), relating to  
17 the annual salary of the Deputy Administrator of such Ad-  
18 ministration, which reads: “, shall receive compensation at  
19 the rate of \$21,500 per annum,”.

20 (13) (A) That part of section 201 (f) of the National  
21 Aeronautics and Space Act of 1958 (72 Stat. 428; 42  
22 U.S.C. 2471 (f) ), relating to the annual salary of a civilian  
23 executive secretary in the National Aeronautics and Space  
24 Council, which reads: “and shall receive compensation at  
25 the rate of \$20,000 a year”.

1 (B) That part of section 204 of such Act (72 Stat.  
2 431, 432; 42 U.S.C. 2474 (a) (1), and (d)), relating to  
3 the annual salary of the Chairman of the Civilian-Military  
4 Liaison Committee, as follows:

5 In subsection (a) (1), that part which reads: “,  
6 and shall receive compensation (in the manner provided  
7 in subsection (d)) at the rate of \$20,000 per annum”.

8 In the second sentence of subsection (d), that part  
9 which reads: “fixed by subsection (a) (1)”.

10 (14) (A) That part of the second sentence of section  
11 2 (a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C.  
12 151b (a)) as amended, relating to the rank and salary of  
13 the Counselor and of the Legal Adviser of the Department  
14 of State, which reads: “and shall receive the same salary as”.

15 (B) The last sentence of section 2 (a) of the Act of May  
16 26, 1949 (63 Stat. 111; 5 U.S.C. 151b (a)) as amended,  
17 relating to the rate of basic compensation of the Deputy  
18 Under Secretaries of State, which reads: “Unless otherwise  
19 provided for by law, the rate of basic compensation of the  
20 Deputy Under Secretaries of State shall be the same as that  
21 of Assistant Secretaries of State.”.

22 (C) That part of the second sentence of section 2 (b)  
23 of the Act of May 26, 1949, as amended (73 Stat. 265;  
24 5 U.S.C. 151b (b)), relating to the annual salary of the



1 Under Secretary of State for Political Affairs or for Eco-  
2 nomic Affairs, as designated by the President, which reads:  
3 “shall receive compensation at the rate of \$22,000 a year  
4 and”.

5 (15) The last sentence of section 210 (a) of title 38,  
6 United States Code, relating to the annual salary of the  
7 Administrator of Veterans' Affairs, Veterans' Administra-  
8 tion, which reads: “He shall receive a salary of \$21,000  
9 a year, payable monthly.”.

10 (16) (A) The last sentence of section 201 (a) (2) of  
11 the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C.  
12 1321 (a) (2) ), relating to the annual salaries of the Chair-  
13 man and members of the Civil Aeronautics Board, which  
14 reads: “Each member of the Board shall receive a salary at  
15 the rate of \$20,000 per annum, except that the member  
16 serving as Chairman shall receive a salary at the rate of  
17 \$20,500 per annum.”.

18 (B) That part of the second sentence of section 301 (a)  
19 of such Act (72 Stat. 744; 49 U.S.C. 1341 (a) ), relating  
20 to the annual salary of the Administrator of the Federal  
21 Aviation Agency, which reads: “, and who shall receive  
22 compensation at the rate of \$22,500 per annum”.

23 (C) That part of the second sentence of section 302 (a)  
24 of such Act (72 Stat. 744; 49 U.S.C. 1342 (a) ), relating  
25 to the annual salary of the Deputy Administrator of such

1 Agency, which reads: "shall receive compensation at the  
2 rate of \$20,500 per annum, and".

3 (17) (A) The last sentence of section 22 of the Arms  
4 Control and Disarmament Act (75 Stat. 632; 22 U.S.C.  
5 2562), relating to the annual salary of the Director of the  
6 United States Arms Control and Disarmament Agency,  
7 which reads: "He shall receive compensation at the rate  
8 of \$22,500 per annum."

9 (B) The second sentence of section 23 of such Act (75  
10 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of  
11 the Deputy Director of such Agency, which reads: "He  
12 shall receive compensation at the rate of \$21,500 per  
13 annum."

14 (C) The second sentence of section 24 of such Act  
15 (75 Stat. 632; 22 U.S.C. 2564), relating to the annual  
16 salaries of the four Assistant Directors of such Agency, which  
17 reads: "They shall receive compensation at the rate of  
18 \$20,000 per annum."

19 (18) Section 3 of the Act of March 2, 1955 (69 Stat.  
20 10; 5 U.S.C. 294, 293, 295a), relating to the annual sal-  
21 aries of certain officials of the Department of Justice, which  
22 reads:

23 "SEC. 3. (a) The compensation of the Deputy Attorney  
24 General shall be at the rate of \$21,000 per annum.



1       “(b) The compensation of the Solicitor General shall  
2 be at the rate of \$20,500 per annum.

3       “(c) The compensation of each Assistant Attorney Gen-  
4 eral, other than the Administrative Assistant Attorney Gen-  
5 eral, shall be at the rate of \$20,000 per annum.”.

6       (19) (A) The last sentence of section 102 (c) of Re-  
7 organization Plan Numbered 7 of 1961 (75 Stat. 840; 5  
8 U.S.C. 133z-15, note), relating to the annual salaries of the  
9 Chairman and members of the Federal Maritime Commis-  
10 sion, which reads: “The Chairman of the Commission shall  
11 receive a salary at the rate of \$20,500 per annum, and each  
12 of the other Commissioners shall receive a salary at the rate  
13 of \$20,000 per annum.”.

14       (B) That part of section 201 of such reorganization  
15 plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to  
16 the annual salary of the Maritime Administrator in the  
17 Department of Commerce, which reads: “shall receive a  
18 salary at the rate of \$20,000 per annum,”.

19       (20) That part of the fourth sentence of section 4 (a) of  
20 the Securities Exchange Act of 1934, as amended (74 Stat.  
21 408 and 913; 15 U.S.C. 78d (a) ), relating to the annual  
22 salaries of the Chairman and Commissioners of the Securi-  
23 ties and Exchange Commission, which reads: “shall receive  
24 a salary at the rate of \$20,000 a year, except that the Chair-  
25 man shall receive additional salary at the rate of \$500 a year  
26 and”.

1       (21) Section 8 of the Food Additives Amendment of  
2 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the an-  
3 nual salary of the Commissioner of Food and Drugs at  
4 \$20,000 per annum.

5       (22) That part of the first sentence of section 3 of the  
6 Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502),  
7 relating to the annual salary of the Area Redevelopment  
8 Administrator in the Department of Commerce, which  
9 reads: "who shall receive compensation at a rate equal to  
10 that received by Assistant Secretaries of Commerce".

11       (23) The last sentence of section 203 (b) (1) of the  
12 National Security Act of 1947 (72 Stat. 520; 5 U.S.C.  
13 171c (b) (1) ), relating to the annual salary of the Director  
14 of Defense Research and Engineering in the Department of  
15 Defense, which reads: "The compensation of the Director  
16 is that prescribed by law for the Secretaries of the military  
17 departments."

18       (24) In section 303 (a) of title 23, United States  
19 Code,

20       (A) That part of the second sentence, relating to  
21 the annual salary of the Federal Highway Administrator  
22 in the Department of Commerce, which reads: "shall  
23 receive basic compensation at the rate prescribed by law  
24 for Assistant Secretaries of executive departments and";  
25 and

26       (B) The last sentence, relating to the annual salary



1 of the Deputy Federal Highway Administrator in such  
2 department, which reads: "The Deputy Federal High-  
3 way Administrator shall receive basic compensation at  
4 a rate \$1,000 less than the rate provided for the Fed-  
5 eral Highway Administrator."

6 (25) The last proviso in the paragraph under the  
7 heading "IMMIGRATION AND NATURALIZATION SERVICE"  
8 and under the subheading "SALARIES AND EXPENSES" in the  
9 Department of Justice Appropriation Act, 1959 (72 Stat.  
10 251; 5 U.S.C. 2206, note), relating to the annual salary of  
11 the Commissioner of the Immigration and Naturalization  
12 Service, which reads: "*Provided further*, That, hereafter,  
13 the compensation of the Commissioner of the Immigration  
14 and Naturalization Service shall be \$20,000 per annum".

15 (26) The second paragraph of section 3 of title 35,  
16 United States Code, relating to the annual salary of the  
17 Commissioner of Patents which reads: "The annual rate  
18 of compensation of the Commissioner shall be \$20,000".

19 (27) That part of section 4 (a) of the Peace Corps Act  
20 (75 Stat. 612; 22 U.S.C. 2503 (a)), relating to the annual  
21 salaries of the Director and of the Deputy Director of the  
22 Peace Corps, which reads: " , whose compensation shall be  
23 fixed by the President at a rate not in excess of \$20,000  
24 per annum," and " , whose compensation shall be fixed by  
25 the President at a rate not in excess of \$19,500 per  
26 annum".

1       (28) (A) Section 308 of title 39, United States Code,  
2 fixing the annual rate of basic compensation of the position  
3 of Chief Postal Inspector in the Post Office Department at  
4 \$19,000.

5       (B) That part of the table of contents of chapter 3 of  
6 title 39, United States Code, which reads as follows:

“308. Chief Postal Inspector.”.

7       (29) That part of the first sentence of section 4 of the  
8 International Travel Act of 1961 (75 Stat. 130; 22 U.S.C.  
9 2124), relating to the annual salary of the Director of the  
10 United States Travel Service in the Department of Com-  
11 merce, which reads: “who shall be compensated at the rate  
12 of \$19,000 per annum,”.

13       (30) Section 14 (b) of the Federal Employees Health  
14 Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013 (b) ),  
15 which fixes the compensation of the Executive Director of  
16 the United States Civil Service Commission at \$19,000 per  
17 annum.

18       (31) That part of the first sentence of section 107 (c)  
19 of the Renegotiation Act of 1951, as amended (73 Stat.  
20 211; 50 U.S.C. App. 1217 (c) ), relating to the annual  
21 salary of the General Counsel of the Renegotiation Board,  
22 which reads: “, and shall receive compensation at the rate  
23 of \$19,000 per annum”.

24       (32) (A) That part of the third sentence in section  
25 201 (a) of the National Capital Transportation Act of 1960



1 (74 Stat. 538; 40 U.S.C. 661 (a) ), relating to the annual  
2 salary of the Administrator of the National Capital Transpor-  
3 tation Agency, which reads: “, and who shall receive com-  
4 pensation at a rate equal to the maximum rate for grade 18  
5 of the General Schedule of the Classification Act of 1949,  
6 as amended, plus \$500 per annum”.

7 (B) That part of the first sentence of section 201 (b)  
8 of such Act (74 Stat. 538; 40 U.S.C. 661 (b) ), relating to  
9 the annual salary of the Deputy Administrator of such  
10 Agency, which reads: “, and who shall receive compensa-  
11 tion at a rate equal to the maximum rate for grade 18 of the  
12 General Schedule of the Classification Act of 1949, as  
13 amended”.

14 (33) The last sentence of section 624 (d) (1) of the  
15 Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C.  
16 2384 (d) (1) ), as amended, fixing the compensation of cer-  
17 tain officials in the Department of State, which reads: “The  
18 Inspector General, Foreign Assistance, shall receive com-  
19 pensation at the rate of \$20,000 annually; the Deputy In-  
20 spector General, Foreign Assistance, shall receive compensa-  
21 tion at the rate of \$20,000 annually, and each Assistant  
22 Inspector General, Foreign Assistance, shall receive com-  
23 pensation at the rate of \$19,000 annually.”.

24 (34) That part of section 202 of the Act of July 1,  
25 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual

1 salary of the Administrative Assistant Secretary of Health,  
2 Education, and Welfare, which reads: “, and whose annual  
3 rate of basic compensation shall be \$19,000”.

4 (35) That part of the Public Works Appropriation Act,  
5 1963, under the heading “DEPARTMENT OF THE IN-  
6 TERIOR” and under the caption “BUREAU OF RECLAMA-  
7 TION” and the subheading “ADMINISTRATIVE PROVISIONS”  
8 (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual  
9 salary of the present incumbent of the position of Commis-  
10 sioner of the Bureau of Reclamation, which reads:

11 “After September 30, 1962, the position of Commis-  
12 sioner of Reclamation shall have the annual rate of compen-  
13 sation as provided for positions listed in section 2205 (a)  
14 of title 5, United States Code, so long as held by the present  
15 incumbent.”.

16 (36) That part of the Public Works Appropriation  
17 Act, 1962, under the heading “DEPARTMENT OF THE  
18 INTERIOR” and under the caption “BONNEVILLE POWER  
19 ADMINISTRATION” and the subheading “CONSTRUCTION”  
20 (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual  
21 salary of the present incumbent of the position of Adminis-  
22 trator, Bonneville Power Administration, which reads:

23 “After October 1, 1961, the position of Administrator,  
24 Bonneville Power Administration, shall have the same annual



1 rate of compensation as that provided for positions listed in  
2 section 2205 (b) of title 5, United States Code, so long as  
3 held by the present incumbent.”.

4 (37) Section 205 of the Public Works Appropriation  
5 Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note),  
6 as amended, relating to the salary of the present incumbent  
7 of the position of Administrator of the Southwestern Power  
8 Administration in the Department of the Interior, and to  
9 the salary of the Administrative Assistant Secretary of such  
10 Department, which reads:

11 “SEC. 205. After August 31, 1957, the salary of the  
12 Administrator of the Southwestern Power Administration  
13 shall be the same as the salary of the Administrator of the  
14 Bonneville Power Administration, so long as held by the  
15 present incumbent; and the salary of the Administrative As-  
16 sistant Secretary of the Department shall be the same as the  
17 Solicitor of the Department of the Interior.”.

18 (38) The proviso in the first paragraph under the head-  
19 ing “FEDERAL BUREAU OF INVESTIGATION” and under  
20 the subheading “SALARIES AND EXPENSES” in the Depart-  
21 ment of Justice Appropriation Act, 1964 (77 Stat. 782;  
22 Public Law 88-245), relating to the annual salary of the  
23 present incumbent of the position of Director of the Federal  
24 Bureau of Investigation, which reads: “: *Provided*, That the  
25 compensation of the Director of the Bureau shall be \$22,000

1 per annum so long as the position is held by the present in-  
2 cumbent” and provisions to the same effect contained in  
3 other appropriation Acts enacted prior to the effective date  
4 of this section relating to the annual salary of the present  
5 incumbent of the position of Director of the Federal Bureau  
6 of Investigation.

7 (39) That part of section 7801 (b) (2) of the Internal  
8 Revenue Code of 1954, as amended, relating to the annual  
9 salary of the Assistant General Counsel of the Treasury De-  
10 partment who shall be the Chief Counsel for the Internal  
11 Revenue Service, which reads: “and shall receive basic com-  
12 pensation at the annual rate of \$19,000”.

13 (40) (A) Sections 3018, 5014, and 8018 of title 10,  
14 United States Code, relating to the compensation of the  
15 general counsels of the military departments.

16 (B) The respective tables of contents of chapters 303,  
17 503, and 803 of title 10, United States Code, are amended  
18 by striking out

“3018. Compensation of General Counsel.”;  
“5014. Compensation of General Counsel.”; and  
“8018. Compensation of General Counsel.”.

19 (41) The proviso contained in the first sentence of sec-  
20 tion 5 (d) of the Farm Credit Act of 1953, as amended (75  
21 Stat. 793; 12 U.S.C. 636d (d) ), relating to the annual  
22 salaries for not more than three positions of deputy governor  
23 in the Farm Credit Administration, which reads: “: *Pro-*



1 *vided*, That the salary of not more than three positions of  
2 deputy governor each shall be fixed by the Board at a rate  
3 not exceeding the maximum scheduled rate of the General  
4 Schedule of the Classification Act of 1949, as amended”.

5 (42) (A) That part of section 2 (a) of Reorganization  
6 Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-  
7 15, note), relating to the compensation of the Director of the  
8 Office of Science and Technology, which reads: “and shall  
9 receive compensation at the rate of \$22,500 per annum”.

10 (B) That part of section 2 (b) of such reorganization  
11 plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the  
12 compensation of the Deputy Director of the Office of Science  
13 and Technology, which reads: “and receive compensation  
14 at the rate of \$20,500 per annum”.

15 (C) That part of section 22 (a) of such reorganization  
16 plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the  
17 compensation of the Director of the National Science Foun-  
18 dation, which reads: “shall receive compensation at the rate  
19 of \$21,000 per annum and”.

20 (43) That part of section 624 (a) of the Foreign As-  
21 sistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384 (a) ),  
22 relating to the compensation of twelve officers in the agency  
23 primarily responsible for administering part I of such Act,  
24 which reads: “of whom—

25 “(1) one shall have the rank of an Under Secretary  
26 and shall be compensated at a rate not to exceed the rate

1 authorized by law for any Under Secretary of an Execu-  
2 tive Department;

3 “(2) one shall have the rank of Deputy Under  
4 Secretary and shall be compensated at a rate not to  
5 exceed the rate authorized by law for any Deputy Under  
6 Secretary of an Executive Department; and

7 “(3) ten shall have the rank of Assistant Secre-  
8 taries and shall be compensated at a rate not to exceed  
9 the rate authorized by law for any Assistant Secretary  
10 of an Executive Department,”.

11 (44) That part of the first sentence of section 104 (b)  
12 of the Immigration and Nationality Act (66 Stat. 174; 8  
13 U.S.C. 1104 (b) ), relating to the rank and compensation of  
14 the Administrator, Bureau of Security and Consular Af-  
15 fairs, which reads: “and compensation”.

16 SEC. 306. (a) (1) Section 508 of title 28, United States  
17 Code, is amended to read as follows:

18 “§ 508. Salaries.

19 “Subject to subsection (d) of section 303 of the Federal  
20 Executive Salary Act of 1964, the Attorney General shall  
21 fix the annual salaries of United States attorneys, assistant  
22 United States attorneys, and attorneys appointed under  
23 section 503 of this title at rates of compensation not in excess  
24 of the highest rate of grade 18 of the General Schedule of the  
25 Classification Act of 1949, as amended.”.

26 (2) Subject to sections 303 (d) and 501 (a) and (c)



1 of this Act, each incumbent United States attorney and as-  
2 sistant United States attorney shall be paid compensation at  
3 a rate equal to that of attorneys of comparable responsibility  
4 and professional qualifications, as determined by the Attorney  
5 General, whose compensation is prescribed in the General  
6 Schedule of the Classification Act of 1949, as amended.

7 (b) Section 411 of the Foreign Service Act of 1946,  
8 as amended (70 Stat. 704; 22 U.S.C. 866), relating to  
9 the per annum salaries of chiefs of mission, is amended by  
10 striking out the second sentence of that section and inserting  
11 in lieu thereof the following: "The per annum salaries of  
12 chiefs of mission within each class shall be at the rate pro-  
13 vided by law for the levels of the Federal Executive Salary  
14 Schedule as follows: class 1, the rate for level II; class 2,  
15 the rate for level III; class 3, the rate for level IV; and  
16 class 4, the rate for level V."

17 (c) That part of section 201 (f) of the National Aero-  
18 nautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C.  
19 2471 (f) ), fixing a limit of \$19,000 on the compensation of  
20 seven persons in the National Aeronautics and Space Coun-  
21 cil, is amended by striking out "compensated at the rate of  
22 not more than \$19,000 a year," and inserting in lieu thereof  
23 "compensated at not to exceed the highest rate of grade 18 of  
24 the General Schedule of the Classification Act of 1949, as  
25 amended,".

1 (d) Clause (A) of section 203 (b) (2) of the National  
2 Aeronautics and Space Act of 1958 (72 Stat. 429; 42  
3 U.S.C. 2473 (b) (2) ), as amended, is amended to read as  
4 follows: “(A) to the extent the Administrator deems such  
5 action necessary to the discharge of his responsibilities, he  
6 may appoint not more than four hundred and twenty-five of  
7 the scientific, engineering, and administrative personnel of  
8 the Administration without regard to such laws, and may fix  
9 the compensation of such personnel not in excess of the high-  
10 est rate of grade 18 of the General Schedule of the Classifi-  
11 cation Act of 1949, as amended, and”.

12 (e) Section 6 (f) of the Act of September 24, 1959  
13 (73 Stat. 706; 5 U.S.C. 2376 (f) ), relating to the maxi-  
14 mum compensation payable to employees of the Advisory  
15 Commission on Intergovernmental Relations, is amended by  
16 striking out “at a rate in excess of \$20,000 per annum” and  
17 by inserting in lieu thereof “at a rate in excess of the rate  
18 provided by law for level VI of the Federal Executive  
19 Salary Schedule”.

20 (f) The Atomic Energy Act of 1954, as amended, is  
21 further amended as follows:

22 (1) In the last sentence of section 24 a. (68 Stat.  
23 925; 71 Stat. 612; 42 U.S.C. 2034 (a) ), relating to the  
24 annual salary of the General Manager of such Commis-  
25 sion, (A) by inserting “and” immediately before “shall



1       be removable by the Commission” and (B) by strik-  
2       ing out that part which reads: “, and shall receive  
3       compensation at a rate determined by the Commission,  
4       but not in excess of \$22,000 per annum”;

5           (2) In the last sentence of section 24 b. (71 Stat.  
6       612; 42 U.S.C. 2034 (b) ), relating to the annual salary  
7       of the Deputy General Manager of such Commission,  
8       (A) by inserting “and” immediately before “shall be  
9       removable by the General Manager” and (B) by  
10      striking out that part which reads: “, and shall receive  
11      compensation at a rate determined by the General Man-  
12      ager, but not in excess of \$20,500 per annum”;

13          (3) In the last sentence of section 24 c. (71 Stat.  
14      612; 42 U.S.C. 2034 (c) ), relating to the annual sal-  
15      aries of the Assistant General Managers (or their  
16      equivalents) of such Commission, (A) by inserting  
17      “and” immediately before “shall be removable by the  
18      General Manager” and (B) by striking out that part  
19      which reads: “, and shall receive compensation at a rate  
20      determined by the General Manager, but not in excess  
21      of \$20,000 per annum”;

22          (4) In the second sentence of section 25 a. (68  
23      Stat. 925; 71 Stat. 612; 42 U.S.C. 2035 (a) ), relating  
24      to the annual salaries of directors of program divisions

1 of such Commission, by striking out that part which  
2 reads: "and shall receive compensation at a rate deter-  
3 mined by the Commission, but not in excess of \$19,000  
4 per annum";

5 (5) In section 25 b. (68 Stat. 925; 71 Stat. 612;  
6 42 U.S.C. 2035 (b) ), relating to the annual salary of  
7 the General Counsel of such Commission, by striking out  
8 that part which reads: "and shall receive compensation  
9 at a rate determined by the Commission, but not in ex-  
10 cess of \$19,500 per annum";

11 (6) In the first sentence of section 25 c. (68 Stat.  
12 925; 71 Stat. 612; 42 U.S.C. 2035 (c) ), relating to the  
13 annual salary of the Director of the Inspection Division  
14 in such Commission, by striking out that part which  
15 reads: "and shall receive compensation at a rate deter-  
16 mined by the Commission, but not in excess of \$19,000  
17 per annum";

18 (7) In the last sentence of section 25 d. (71 Stat.  
19 612; 42 U.S.C. 2035 (d) ), relating to the annual sala-  
20 ries of certain executive management positions in such  
21 Commission, (A) by inserting "and" immediately before  
22 "shall be removable by the General Manager" and (B)  
23 by striking out that part which reads: ", and shall



1 receive compensation at a rate determined by the Gen-  
2 eral Manager, but not in excess of \$19,000 per annum”;  
3 and

4 (8) In the second sentence of section 28 (68 Stat.  
5 926; 42 U.S.C. 2038), relating to the compensation of  
6 the active member of the Armed Forces serving as  
7 Director of the Division of Military Application in such  
8 Commission, by striking out that part which reads “and  
9 the compensation prescribed in section 25” and inserting  
10 in lieu thereof, “and the compensation for directors of  
11 other program divisions”.

12 (g) Section 2 of the Act of July 30, 1946, as amended  
13 (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to  
14 the compensation of the United States representatives and  
15 alternates at sessions of the General Conference of the United  
16 Nations Educational, Scientific, and Cultural Organization,  
17 is amended by striking out “Such representatives and alter-  
18 nates shall each be entitled to receive compensation at such  
19 rates, not to exceed \$15,000 per annum, as the President  
20 may determine,” and inserting in lieu thereof “Such repre-  
21 sentatives and alternates shall each be entitled to receive  
22 compensation at such rates provided by section 412 of the  
23 Foreign Service Act of 1946, as amended, as the President  
24 may determine,”.

25 (h) Section 2 of the Act of July 1, 1947 (61 Stat. 215;  
26 22 U.S.C. 289a), relating to the compensation of the United

1 States representatives and alternates at sessions of the gen-  
2 eral council and at sessions of the executive committee of the  
3 International Refugee Organization, is amended by striking  
4 out "Such representative or representatives shall each be  
5 entitled to receive compensation at a rate not to exceed  
6 \$12,000 per annum, and any such alternate shall be en-  
7 titled to receive compensation at a rate not to exceed \$10,-  
8 000 per annum," and inserting in lieu thereof "Such repre-  
9 sentative or representatives, and any such alternate, shall  
10 be entitled to receive compensation at one of the rates pro-  
11 vided by section 412 of the Foreign Service Act of 1946,  
12 as amended,".

13 (i) The third sentence of section 2 of the Act of May 29,  
14 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read  
15 as follows: "Except as provided in subsection (d) of section  
16 303 of the Federal Executive Salary Act of 1964, no  
17 officer or employee of the National Security Agency shall be  
18 paid basic compensation at a rate in excess of the highest rate  
19 of basic compensation contained in such General Schedule.".

20 (j) (1) Sections 2 and 3 of the Act of July 25, 1958  
21 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), re-  
22 lating to the compensation of the Commissioners of the Dis-  
23 trict of Columbia, are amended to read as follows:

24 "SEC. 2. Except as otherwise provided by this section  
25 and section 3 of this Act—

26 "(1) the compensation of the Commissioners of the



1 District of Columbia shall be at the rate of \$26,500  
2 each per annum; and

3 “(2) the Commissioner detailed from the Corps  
4 of Engineers of the United States Army shall receive an  
5 annual compensation which, when added to any com-  
6 pensation he receives as an officer of the United States  
7 Army, will equal the compensation authorized by para-  
8 graph (1) of this section.

9 “SEC. 3. Notwithstanding any other provision of law—

10 “(1) the compensation of the President of the  
11 Board of Commissioners of the District of Columbia shall  
12 be at the rate of \$27,000 per annum; and

13 “(2) if the Commissioner detailed from the Corps  
14 of Engineers of the United States Army is chosen Presi-  
15 dent of the Board of Commissioners, he shall receive,  
16 as President of the Board, an annual compensation  
17 which, when added to any compensation he receives as  
18 an officer of the United States Army, will equal the  
19 compensation authorized by paragraph (1) of this  
20 section.”.

21 (2) Section 11-702 (d) of the District of Columbia  
22 Code (77 Stat. 484; Public Law 88-241), relating to the  
23 rates of annual salary of the chief judge and the associate

1 judges of the District of Columbia Court of Appeals, is  
2 amended—

3 (A) by striking out “\$19,000” and inserting in lieu  
4 thereof “\$26,000”; and

5 (B) by striking out “\$18,500” and inserting in lieu  
6 thereof “\$25,500”.

7 (3) Section 11-902 (d) of the District of Columbia  
8 Code (77 Stat. 487; Public Law 88-241), relating to the  
9 rates of annual salary of the chief judge and the associate  
10 judges of the District of Columbia Court of General Sessions,  
11 is amended—

12 (A) by striking out “\$18,000” and inserting in  
13 lieu thereof “\$25,000”; and

14 (B) by striking out “\$17,500” and inserting in  
15 lieu thereof “\$24,500”.

16 (4) The first sentence of the second paragraph of section  
17 2 of the District of Columbia Revenue Act of 1937, as  
18 amended (D.C. Code, sec. 47-2402), relating to the com-  
19 pensation of the person appointed to the District of Columbia  
20 Tax Court, is amended by striking out “\$17,500” and insert-  
21 ing in lieu thereof “\$24,500”.

22 (5) That part of the salary schedule in section 1 of the  
23 District of Columbia Teachers’ Salary Act of 1955, as



1 amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relat-  
2 ing to the compensation of the Superintendent of Schools,  
3 and Deputy Superintendent of Schools, of the District of  
4 Columbia, which reads:

|                                     |          |  |  |  |  |  |  |  |  |
|-------------------------------------|----------|--|--|--|--|--|--|--|--|
| "Class 1: Superintendent of Schools | \$19,000 |  |  |  |  |  |  |  |  |
| Class 2: Deputy Superintendent      | 16,500   |  |  |  |  |  |  |  |  |

5 is amended to read as follows:

|                                     |          |  |  |  |  |  |  |  |  |
|-------------------------------------|----------|--|--|--|--|--|--|--|--|
| "Class 1: Superintendent of Schools | \$26,000 |  |  |  |  |  |  |  |  |
| Class 2: Deputy Superintendent      | 22,000   |  |  |  |  |  |  |  |  |

6 (6) That part of the salary schedule in section 101 of  
7 the District of Columbia Police and Firemen's Salary Act  
8 of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq.,  
9 D.C. Code, 1961 edition), relating to the compensation of  
10 the Fire Chief and Chief of Police, which reads:

|                                             |        |        |        |        |  |  |        |        |  |
|---------------------------------------------|--------|--------|--------|--------|--|--|--------|--------|--|
| "Class 10: Fire Chief.<br>Chief of Police." | 17,000 | 17,400 | 17,800 | 18,200 |  |  | 18,600 | 19,000 |  |
|---------------------------------------------|--------|--------|--------|--------|--|--|--------|--------|--|

11 is amended to read as follows:

|                                             |        |        |        |        |  |  |        |        |  |
|---------------------------------------------|--------|--------|--------|--------|--|--|--------|--------|--|
| "Class 10: Fire Chief.<br>Chief of Police." | 21,000 | 21,500 | 22,000 | 22,500 |  |  | 23,000 | 23,500 |  |
|---------------------------------------------|--------|--------|--------|--------|--|--|--------|--------|--|

12 (k) (1) The catchline of section 3012 of title 10, United  
13 States Code, is amended by striking out "; compensation".

14 (2) The table of contents of chapter 303 of such title 10  
15 is amended by striking out

"3012. Secretary of the Army: powers and duties; delegation by; compensation."

16 and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

1       (3) The catchline of section 5031 of such title 10 is  
2 amended by striking out “; **compensation**”.

3       (4) The table of contents of chapter 505 of such title  
4 10 is amended by striking out

“5031. Secretary of the Navy: responsibilities; compensation.”

5 and inserting in lieu thereof

“5031. Secretary of the Navy: responsibilities.”

6       (5) The catchline of section 5033 of such title 10  
7 is amended by striking out “; **compensation**”.

8       (6) The table of contents of chapter 505 of such title  
9 10 is amended by striking out

“5033. Under Secretary of the Navy: appointment; duties; compensa-  
tion.”

10 and inserting in lieu thereof

“5033. Under Secretary of the Navy: appointment; duties.”

11       (7) The catchline of section 8012 of such title 10  
12 is amended by striking out “; **compensation**”.

13       (8) The table of contents of chapter 803 of such title  
14 10 is amended by striking out

“8012. Secretary of the Air Force: powers and duties; delegation by;  
compensation.”

15 and inserting in lieu thereof

“8012. Secretary of the Air Force: powers and duties; delegation by.”

## 16                   CHANGES IN POSITION TITLES

17       SEC. 307. Whenever reference is made in any law or  
18 reorganization plan to the—

19               Administrative Assistant Attorney General,



1 Administrative Assistant Secretary of the Interior,  
2 Administrative Assistant Secretary of Agriculture,  
3 Administrative Assistant Secretary of Labor,  
4 Administrative Assistant Secretary of the Treasury,

5 or

Administrative Assistant Secretary of Health, Edu-  
cation, and Welfare,

8 such reference shall be held and considered to mean the

9 Assistant Attorney General for Administration,  
10 Assistant Secretary of the Interior for Administra-  
11 tion,

12 Assistant Secretary of Agriculture for Administra-  
13 tion.

14 Assistant Secretary of Labor for Administration,  
15 Assistant Secretary of the Treasury for Administra-  
16 tion, or

17 Assistant Secretary of Health, Education, and Wel-  
18 fare for Administration,

19 respectively.

20           LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE  
21                                 ACTION

22 SEC. 308. Except as provided by this Act and notwith-  
23 standing the provisions of any other law, the head of any  
24 executive department, independent establishment, or agency  
25 in the executive branch who is authorized to fix by admin-

1 istrative action the annual rate of basic compensation for  
2 any position, officer, or employee shall not fix such rate in  
3 excess of the highest rate of grade 18 of the General Sched-  
4 ule of the Classification Act of 1949, as amended. Nothing  
5 contained in this section shall be construed to impair the  
6 authorities provided in the Central Intelligence Agency Act  
7 of 1949, as amended (50 U.S.C. 403a and following), in  
8 section 3 of the Tennessee Valley Authority Act of 1933  
9 (16 U.S.C. 831b), in section 9 of the Federal Deposit  
10 Insurance Act (12 U.S.C. 1819), or in section 5240 of the  
11 Revised Statutes (12 U.S.C. 481, relating to the Comptroller  
12 of the Currency).

13 POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949

14 SEC. 309. Each office or position in the executive branch  
15 specifically referred to in, or covered by, any conforming  
16 change in law made by section 305 of this Act which  
17 is not placed in a level of the Federal Executive Salary  
18 Schedule pursuant to section 303 of this Act, shall be placed  
19 in the appropriate grade of the General Schedule of the  
20 Classification Act of 1949, as amended, in accordance with  
21 the provisions of such Act.

22 SAVING PROVISIONS

23 SEC. 310. (a) Except as provided by this Act, the  
24 changes in existing law made by this Act shall not affect any



1 office or position existing immediately prior to the effective  
2 date of any such changes in existing law, the compensation  
3 attached to such office or position, and any incumbent  
4 thereof, his appointment thereto, and his entitlement to  
5 receive the compensation attached thereto, until appropriate  
6 action is taken in accordance with this Act or other law.

7 (b) Notwithstanding any provision of this Act, the rate  
8 of basic, gross, or total annual compensation received by  
9 any officer or employee immediately prior to the effective  
10 date of this section shall not be reduced by reason of  
11 enactment of this Act.

#### 12 TITLE IV—FEDERAL JUDICIAL SALARIES

13 SEC. 401. This title may be cited as the “Federal  
14 Judicial Salary Act of 1964”.

15 SEC. 402. (a) The rates of basic compensation of officers  
16 and employees in or under the judicial branch of the Govern-  
17 ment whose rates of compensation are fixed by or pursuant to  
18 paragraph (2) of subdivision a of section 62 of the Bank-  
19 ruptcy Act (11 U.S.C. 102 (a) (2) ), section 3656 of title  
20 18, United States Code, the third sentence of section 603,  
21 section 604 (a) (5), or sections 672 to 675, inclusive, of  
22 title 28, United States Code, are hereby increased by  
23 amounts which reflect the respective applicable increases  
24 provided by title I of this Act in corresponding rates of com-

1    pensation for officers and employees subject to the Classifi-  
2    cation Act of 1949, as amended.

3           (b) The limitations provided by applicable law on the  
4    effective date of this section with respect to the aggregate  
5    salaries payable to secretaries and law clerks of circuit and  
6    district judges are hereby increased by amounts which reflect  
7    the respective applicable increases provided by title I of this  
8    Act in corresponding rates of compensation for officers and  
9    employees subject to the Classification Act of 1949, as  
10   amended.

11          (c) Section 753 (e) of title 28, United States Code  
12   (relating to the compensation of court reporters for district  
13   courts), is amended by striking out the existing salary  
14   limitation contained therein and inserting a new limitation  
15   which reflects the respective applicable increases provided  
16   by title I of this Act in corresponding rates of compensation  
17   for officers and employees subject to the Classification Act  
18   of 1949, as amended.

19          (d) Section 40a of the Bankruptcy Act (11 U.S.C.  
20   68 (a) ), as amended, relating to the compensation of full-  
21   time and part-time referees in bankruptcy, is amended by  
22   striking out the existing compensation limitations contained  
23   therein and inserting new limitations of "\$22,500" and  
24   "\$11,000", respectively.



1       SEC. 403. (a) Section 5 of title 28, United States Code,  
2 relating to the salaries of the Chief Justice of the United  
3 States and of the Associate Justices of the Supreme Court  
4 of the United States, is amended by striking out "\$35,500"  
5 and substituting therefor "\$43,000", and by striking out  
6 "\$35,000" and substituting therefor "\$42,500".

7       (b) Section 44 (d) of title 28, United States Code,  
8 relating to circuit judges, is amended by striking out  
9 "\$25,500" and substituting therefor "\$33,000".

10       (c) Section 135 of title 28, United States Code, relating  
11 to district judges, is amended by striking out "\$22,500" and  
12 substituting therefor "\$30,000", and by striking out "\$23,-  
13 000" and substituting therefor "\$30,500".

14       (d) Section 173 of title 28, United States Code, re-  
15 lating to judges of the Court of Claims, is amended by  
16 striking out "\$25,500" and substituting therefor "\$33,000".

17       (e) Section 213 of title 28, United States Code, relat-  
18 ing to judges of the Court of Customs and Patent Appeals,  
19 is amended by striking out "\$25,500" and substituting there-  
20 for "\$33,000".

21       (f) Section 252 of title 28, United States Code, relating  
22 to judges of the Customs Court, is amended by striking out  
23 "\$22,500" and substituting therefor "\$30,000".

1       (g) The first paragraph of section 603 of title 28,  
2 United States Code, relating to the compensation of the  
3 Director and the Deputy Director of the Administrative  
4 Office of the United States Courts, is amended to read as  
5 follows:

6       “The Director shall receive a salary of \$28,000 a year.  
7 The Deputy Director shall receive a salary of \$27,000 a  
8 year.”

9       (h) Subsection (b) of section 792 of title 28, United  
10 States Code, relating to the compensation of commissioners  
11 of the Court of Claims, is amended to read as follows:

12       “(b) Each commissioner shall receive basic compensa-  
13 tion at the rate of \$27,000 a year, and also all necessary  
14 traveling expenses and a per diem allowance as provided in  
15 the Travel Expense Act of 1949, as amended, while travel-  
16 ing on official business and away from Washington, District  
17 of Columbia.”

18       (i) Section 7443 (c) of the Internal Revenue Code of  
19 1954 (68A Stat. 879), as amended, relating to judges of  
20 the Tax Court of the United States, is further amended by  
21 striking out “\$22,500” and substituting therefor “\$30,000”.

22       (j) Section 867 (a) (1) of title 10, United States Code,  
23 relating to judges of the Court of Military Appeals, is



1 amended by striking out “\$25,500” and substituting therefor  
2 “\$33,000”.

3 TITLE V—PERMANENT SYSTEM FOR THE ESTAB-  
4 LISHMENT AND MAINTENANCE OF PROPER  
5 SALARY RELATIONSHIPS IN FEDERAL  
6 EXECUTIVE, JUDICIAL, CONGRESSIONAL,  
7 AND CAREER SALARIES

8 SEC. 501. (a) It is the sense of the Congress that—

9 (1) the salary relationships established by this Act  
10 among and between the salary rates of—

11 (A) the General Schedule of the Classification  
12 Act of 1949, as amended, and the Postal Field Serv-  
13 ice Schedule, in title I,

14 (B) Members of Congress and the Speaker of  
15 the House of Representatives in title II,

16 (C) Federal executives in title III, and

17 (D) Federal judges in title IV,

18 are consistent with the principle of comparability of  
19 Federal and private enterprise salaries contained in the  
20 Federal Salary Reform Act of 1962, and

21 (2) such salary relationships should be maintained  
22 and continued, in principle, in the future in the interest  
23 of maximum efficiency in the Government.

24 (b) In accordance with the policy stated in subsec-  
25 tion (a) of this section, whenever the Congress shall increase

1 by law the salary rates of the General Schedule of the  
2 Classification Act of 1949, as amended, the salary rate of  
3 each office or position within the purview of sections 203 and  
4 204 of title II, sections 303 and 304 of title III, and sec-  
5 tion 403 of title IV, of this Act, shall be increased auto-  
6 matically, in accordance with the effective date provisions  
7 applicable to the increases so made by the Congress in the  
8 salary rates of such schedule, by a percentage equal to the  
9 greater of—

10 (1) the percentage of the increase so made by the  
11 Congress in the maximum salary rate of such schedule,  
12 or

13 (2) the average percentage of the increases so made  
14 by the Congress in the respective maximum salary  
15 rates of all grades of such schedule.

## 16 TITLE VI—EFFECTIVE DATES

17 SEC. 601. (a) Except to the extent provided in subsec-  
18 tions (b) and (c) of this section, this Act and the increases  
19 in compensation made by this Act shall become effective on  
20 the first day of the first pay period which begins on or after  
21 the date of enactment of this Act.

22 (b) Section 204 of this Act, relating to increases in  
23 compensation for Members of Congress, shall become effec-  
24 tive at noon on January 3, 1965.

25 (c) Notwithstanding any other provision of this Act



1 (but except as otherwise provided in subsection (b) of this  
2 section) —

3 (1) no rate of compensation which is equal to or in  
4 excess of \$22,000 per annum shall be increased in any  
5 amount, by reason of this Act, until the first day of the  
6 first pay period which begins on or after January 1,  
7 1965; and

8 (2) no rate of compensation which is less than \$22,-  
9 000 per annum shall be increased to an amount per  
10 annum in excess of \$22,000, by reason of this Act, until  
11 the first day of the first pay period which begins on or  
12 after January 1, 1965.

Passed the House of Representatives June 11, 1964.

Attest:

RALPH R. ROBERTS,

*Clerk.*





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## AN ACT

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To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

JUNE 12 (legislative day, March 30), 1964

Read twice and referred to the Committee on Post  
Office and Civil Service







# Digest of CONGRESSIONAL PROCEEDINGS

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued June 25, 1964  
For actions of June 24, 1964  
88th-2nd; No. 127

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HIGHLIGHTS: Senate received from President amendments to USDA budget. Senate committee voted to report bill for temporary extension of insured rental housing loans for elderly in rural areas. Senate committee voted to report temporary public debt ceiling bill. Sen. Neuberger commended and inserted FTC rules on cigarette labeling. Senate agreed to measure for investigation of political fundraising from Federal employees.

### SENATE

1. HOUSING LOANS. The Banking and Currency Committee voted to report (but did not actually report) H. J. Res. 1041, to continue temporarily the program of insured rental housing loans for the elderly in rural areas. p. D502
2. PUBLIC DEBT. The Finance Committee voted to report without amendment (but did not actually report) H. R. 11375, to provide a temporary public debt limitation of \$324 billion from date of enactment of the bill until June 30, 1965. p. D503
3. TAXATION. The Finance Committee voted to report with amendment (but did not actually report) H. R. 11376, to provide a 1-year extension of certain excise-



tax rates. p. D503

4. DEFENSE PRODUCTION. The Banking and Currency Committee voted to report (but did not actually report) H. R. 10000, to extend the Defense Production Act. p. D502
5. LANDS. The Interior and Insular Affairs Committee reported without amendment H. R. 5514, to direct the Secretary of the Interior to sell a tract of public land to the Kaibab Lumber Co., Ariz. (S. Rept. 1104), and with amendment S. 2082, to authorize acceptance by Interior of the Transfer of certain land within the Everglades National Park, Fla. (S. Rept. 1103). p. 14306
6. MILITARY CONSTRUCTION. The Armed Services Committee reported with amendment H. R. 10300, to authorize construction at military installations (S. Rept. 1102). p. 14306
7. PERSONNEL. Agreed to S. Res. 332, requesting the Attorney General to investigate alleged partisan political fundraising in the Federal service. p. 14355
8. TOBACCO. Sen. Neuberger commended and inserted the new rules and accompanying statement of the Federal Trade Commission on the labeling and advertising of cigarettes. pp. 14312-54
9. PAY. Sen. Keating submitted an amendment intended to be proposed to H. R. 11049, the Federal pay bill. p. 14306
10. ADMINISTRATIVE PROCEDURE. Sen. Long, Mo., announced that the Subcommittee on Administrative Practice and Procedure of the Judiciary Committee would hold hearings July 21, 22, and 23 on S. 1663, to amend the Administrative Procedure Act. p. 14306
11. TRANSPORTATION. Sen. Hruska inserted an editorial and a letter discussing ICC control of freight-car rental charges. pp. 14307-8
12. RESEARCH. Sen. Dominick recommended the enactment of general legislation to regulate the importation of scientific instruments for research purposes. p. 14311
13. INTEREST RATES; DEBT. Sen. Douglas spoke in support of the proposed truth-in-lending bill and inserted an article discussing the increase in private debt. pp. 14385-7
14. ECONOMIC CONVERSION. Sen. Brewster spoke in support of the establishment of a National Economic Conversion Commission. pp. 14387-90
15. RECLAMATION. Sen. Nelsen inserted an editorial critical of a proposal to exempt certain land holders in Calif. for the acreage limitation on reclamation projects. p. 14390
16. COMMITTEES. Agreed to a request of Sen. Mansfield that the Committee on Appropriations and its subcommittees be authorized to sit during sessions of the Senate for the remainder of this week. p. 14309
17. APPROPRIATIONS. Received from the President the following: Senate Document No. 82 containing amendments to the 1965 Budget as follows: (1) an increase of \$1,000,000 for the Agricultural Research Service for control of a boll





United States  
of America

# Congressional Record

PROCEEDINGS AND DEBATES OF THE 88<sup>th</sup> CONGRESS, SECOND SESSION

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WASHINGTON, WEDNESDAY, JUNE 24, 1964

No. 127

## Senate

The Senate met at 12 o'clock meridian, and was called to order by the Acting President pro tempore (Mr. METCALF).

The Chaplain, Rev. Frederick Brown Harris, D.D., offered the following prayer:

O God, in whose strong hands are the threads of every man's life, and who under all the wild commotion of days like these dost still control the evil forces which seem for the moment to defeat Thy purpose and hinder Thy Kingdom: Into Thy hands we would commit our lives, with all their powers and all their desires.

We come with heavy burdens on our minds and hearts for our Nation and for the world. We come with deep anxiety concerning the future our children will inherit from our hands. In a world so uncertain about so many things, we are sure of no light but Thine, no refuge but in Thee. Through all the mystery of life, Thy strong arm alone can lead us to its mastery. With Thy benediction, may we face the toil of this day with honest dealing and clear thinking, with hatred of all hypocrisy and sham, and with integrity worthy of the trust the Nation has committed to our hands.

We ask it in the dear Redeemer's name. Amen.

### THE JOURNAL

On request of Mr. MANSFIELD, and by unanimous consent, the reading of the Journal of the proceedings of Tuesday, June 23, 1964, was dispensed with.

### MESSAGE FROM THE PRESIDENT

A message in writing from the President of the United States submitting a nomination was communicated to the Senate by Mr. Miller, one of his secretaries.

### EXECUTIVE MESSAGE REFERRED

As in executive session,

The ACTING PRESIDENT pro tempore laid before the Senate a message from the President of the United States submitting the nomination of Santos Buxo, Jr., of Hato Rey, P.R., to be U.S.

marshal for the district of Puerto Rico, which was referred to the Committee on the Judiciary.

### MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Bartlett, one of its reading clerks, returned to the Senate, in compliance with its request, the bill (H.R. 10456) to authorize appropriations to the National Aeronautics and Space Administration for research and development, construction of facilities, and administrative operations, and for other purposes.

The message announced that the House had passed a bill (H.R. 1835) relating to applications for writs of habeas corpus by persons in custody pursuant to the judgment of a State court, in which it requested the concurrence of the Senate.

### ENROLLED BILLS SIGNED

The message also announced that the Speaker had affixed his signature to the following enrolled bills, and they were signed by the President pro tempore:

H.R. 221. An act to amend chapter 35 of title 38, United States Code, to provide educational assistance to the children of veterans who are permanently and totally disabled from an injury or disease arising out of active military, naval, or air service during a period of war or the induction period;

H.R. 6041. An act to amend the prevailing wage section of the Davis-Bacon Act, as amended; and related sections of the Federal Airport Act, as amended; and the National Housing Act, as amended;

H.R. 9311. An act to continue for 2 years the existing suspensions of duty on certain alumina and bauxite; and

H.R. 9740. An act to establish the Roosevelt Campobello International Park, and for other purposes.

### HOUSE BILL REFERRED

The bill (H.R. 1835) relating to applications for writs of habeas corpus by persons in custody pursuant to the judgment of a State court was read twice by its title and referred to the Committee on the Judiciary.

### LIMITATION OF DEBATE DURING MORNING HOUR

Mr. MANSFIELD. Mr. President, I ask unanimous consent that statements during the morning hour be limited to 3 minutes.

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

### EXECUTIVE COMMUNICATIONS, ETC.

The ACTING PRESIDENT pro tempore laid before the Senate the following communications and letters, which were referred as indicated:

PROPOSED AMENDMENTS TO THE BUDGET, 1965, FOR DEPARTMENT OF AGRICULTURE (S. Doc. No. 82)

A communication from the President of the United States, transmitting amendments to the request for appropriations transmitted in the budget for 1965, for the Department of Agriculture (with an accompanying paper); to the Committee on Appropriations and ordered to be printed.

PROPOSED AMENDMENT TO THE BUDGET, 1965, FOR DEPARTMENT OF AGRICULTURE (S. Doc. No. 83)

A communication from the President of the United States, transmitting an amendment to the request for appropriations transmitted in the budget for 1965, in the amount of \$2,250,000, and a proposed supplemental appropriation for 1964, in the amount of \$10 million, both for the Department of Agriculture (with an accompanying paper); to the Committee on Appropriations and ordered to be printed.

PROPOSED AMENDMENT TO THE BUDGET, 1965, FOR VETERANS' ADMINISTRATION (S. Doc. No. 84)

A communication from the President of the United States, transmitting an amendment to the budget for the fiscal year 1965, involving a transfer of funds between accounts of the Veterans' Administration (with an accompanying paper); to the Committee on Appropriations and ordered to be printed.

### PETITION

The ACTING PRESIDENT pro tempore laid before the Senate the petition of Restituto Marla, of Leon, Iloilo, Philippines, relating to her claim for a re-



dress of grievances, which was referred to the Committee on the Judiciary.

### REPORTS OF COMMITTEES

The following reports of committees were submitted:

By Mr. STENNIS, from the Committee on Armed Services, with an amendment:

H.R. 10300. An act to authorize certain construction at military installations, and for other purposes (Rept. No. 1102).

By Mr. HAYDEN, from the Committee on Interior and Insular Affairs, without amendment:

H.R. 5514. An act to direct the Secretary of the Interior to sell certain public lands in the State of Arizona (Rept. No. 1104).

By Mr. BIBLE, from the Committee on Interior and Insular Affairs, with an amendment:

S. 2082. A bill to authorize the Secretary of the Interior to accept a transfer of certain lands within Everglades National Park, Dade County, Fla., for administration as a part of said park, and for other purposes (Rept. No. 1103).

### EXECUTIVE REPORT OF A COMMITTEE

As in executive session,

The following favorable report of a nomination was submitted:

By Mr. ROBERTSON, from the Committee on Banking and Currency:

Hamer H. Budge, of Idaho, to be a member of the Securities and Exchange Commission.

### BILLS INTRODUCED

Bills were introduced, read the first time, and, by unanimous consent, the second time, and referred as follows:

By Mr. HUMPHREY:

S. 2939. A bill for the relief of Charlott Schulz; to the Committee on the Judiciary.

By Mr. MCGOVERN:

S. 2940. A bill for the relief of Dr. Paulita T. Sikat; to the Committee on the Judiciary. (See the remarks of Mr. MCGOVERN when he introduced the above bill, which appear under a separate heading.)

By Mr. JORDAN of North Carolina:

S. 2941. A bill for the relief of Pola Bodenstein; to the Committee on the Judiciary.

By Mr. BEALL:

S. 2942. A bill for the relief of John Acerbi; to the Committee on the Judiciary.

### DR. PAULITA SIKAT

Mr. MCGOVERN. Mr. President, I introduce, for appropriate reference, a private bill for the relief of Dr. Paulita T. Sikat, who is presently in the United States under the Mutual Education and Cultural Exchange Act of 1961.

Dr. Sikat is a citizen of the Philippine Islands and has pursued medical studies in the United States since June of 1958. She has exhausted her administrative requests with the Waiver Review Board of the Department of Health, Education, and Welfare.

I am advised that she presently is associated with the obstetric and gynecology division of the Sacred Heart Hospital in Yankton and is also a member of the faculty of the Medical School of the University of South Dakota. She is also engaged in professional research in the clinical testing of a new drug, metromidazole, and is the only gynecologist

for the Yankton State Hospital, a 2,400-bed mental institution. She is also responsible for the floor care of such patients admitted to the Sacred Heart Hospital in Yankton, a 200-bed general hospital.

I am further informed that efforts have been made by these hospitals to replace Dr. Sikat with a comparable skilled and experienced doctor and that salary offers have ranged from \$900 to \$1,200 a month. To date, these facilities have not been successful in obtaining a replacement for Dr. Sikat.

For these reasons, I am hopeful that favorable consideration will be given this proposed legislation, lawfully admitting her to the United States for permanent residence as of the date of the enactment of this act and upon payment of the required visa fee.

The PRESIDING OFFICER (Mr. INOUYE in the chair). The bill will be received and appropriately referred.

The bill (S. 2940) for the relief of Dr. Paulita T. Sikat, introduced by Mr. MCGOVERN, was received, read twice by its title, and referred to the Committee on the Judiciary.

### AMENDMENT OF FOREIGN ASSISTANCE ACT OF 1961, AS AMENDED (AMENDMENT NO. 1074)

Mr. LAUSCHE. Mr. President, I submit an amendment to H.R. 11386, known as the foreign assistance bill. I ask that the amendment be printed, and that copies of the amendment be sent to the Foreign Relations Committee. The amendment is sponsored by myself and by the senior Senator from South Dakota [Mr. MUNDT].

The PRESIDING OFFICER. The amendment will be received, printed, and appropriately referred.

The amendment was referred to the Committee on Foreign Relations.

### ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES—AMENDMENT (AMENDMENT NO. 1075)

Mr. KEATING submitted an amendment, intended to be proposed by him, to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, which was referred to the Committee on Post Office and Civil Service and ordered to be printed.

### NOTICE OF HEARINGS ON NOMINATIONS OF WILSON COWEN AND PHILIP NICHOLS, JR.

Mr. JOHNSTON. Mr. President, on behalf of the Committee on the Judiciary, I desire to give notice that public hearings have been scheduled for Wednesday, July 1, 1964, at 10:30 a.m., in room 2228, New Senate Office Building, on the following nominations:

Wilson Cowen, of Maryland, to be chief judge of the U.S. Court of Claims, vice Marvin Jones.

Philip Nichols, Jr., of Massachusetts, to be judge of the U.S. Customs Court.

At the indicated time and place persons interested in the hearings may make such representations as may be pertinent.

The subcommittee consists of the Senator from Mississippi [Mr. EASTLAND], chairman; the Senator from South Carolina [Mr. JOHNSTON], and the Senator from Nebraska [Mr. HRUSKA].

### NOTICE OF HEARINGS ON SENATE BILL 1663

Mr. LONG of Missouri. Mr. President, as chairman of the Subcommittee on Administrative Practice and Procedure of the Committee on the Judiciary, I wish to announce that hearings will be held before the subcommittee on S. 1663. It should be noted that this bill has already been subjected to comprehensive study and consideration by the subcommittee and its staff.

After reviewing the comments of many Federal agencies, and after a 3-day series of meetings with leaders of the American Bar Association, the subcommittee had printed a revised version of S. 1663, dated April 20, 1964.

Although the subcommittee will welcome any testimony on the original and unrevised bill, it is hoped that most of the testimony will be focused on the revised print of the subcommittee.

This bill provides extensive amendments to the procedural statute applicable to the proceedings before all administrative agencies. It also includes certain amendments that were introduced in the form of separate bills, S. 1466 and S. 1666. The former provides for the right of licensed attorneys to practice before administrative departments and agencies without meeting admission requirements of the departments and agencies. The latter bill, S. 1666, is the freedom of information bill which sets new and meaningful requirements governing the citizen's right to public information controlled by the administrative departments and agencies.

The hearings will be held at 10 a.m. on Tuesday, Wednesday, and Thursday, July 21, 22, and 23, 1964, in Room 3110 of the New Senate Office Building.

All persons desiring to be heard are requested to notify the office of the Senate Subcommittee on Administrative Practice and Procedure by telephone—225-5617—or by mail to Room 3216, New Senate Office Building, Washington, D.C.

It is requested that prospective witnesses, in compliance with subcommittee practice, file four copies of their statements with the subcommittee at least 48 hours before their scheduled appearance. At the time of their appearance, 50 additional copies should be provided for use of the members of the subcommittee, the press, public, and other agencies.

### ADDRESSES, EDITORIALS, ARTICLES, ETC., PRINTED IN THE APPENDIX

On request, and by unanimous consent, addresses, editorials, articles, etc.,







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued June 26, 1964  
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HIGHLIGHTS: Both Houses passed measure to continue appropriations to Aug. 31. Senate committee reported bill for temporary extension of insured rental housing loans for elderly in rural areas. Senate committee reported bill for Federal aid for Alaska rehabilitation. Senate committee voted to report pay bill. Sen. Robertson criticized FTC rules on cigarette advertising. House committee reported bill to increase limitation on FHA insured loans. House committee reported foreign aid appropriation bill. Rep. Frelinghuysen urged thorough Rules Committee hearing on poverty bill. Rep. Taylor submitted and discussed measure to prohibit FTC from issuing or enforcing rules on cigarette labeling.

## SENATE

1. APPROPRIATIONS. Both Houses passed without amendment H.J.Res.1056, to continue until passage of the 1965 appropriations or August 31, 1964, whichever occurs first, appropriations for Government agencies (S. Rept. 1116)(pp. 14460-2, 14557, 14631). Sen. Hayden explained the coverage of the measure as follows:

"In those instances when bills have passed both bodies and the amounts or authority therein differ, the pertinent project or activity shall be continued under the lesser of the two amounts approved or under the more restrictive authority.

"When a bill has passed only one House, or when an item is included in



only one version of the bill as passed by both Houses, the pertinent project or activity shall be continued under the appropriation, fund, or authority granted by the one House, but at a rate of operations not exceeding the fiscal 1964 rate, or the rate permitted by the one House, whichever is lower.

"In the instance when neither House has passed an appropriation bill for fiscal 1965--and in the case of the National Aeronautics and Space Administration and grants for Library Services, which are continuing programs and where budget estimates are pending--amounts are approved for continuing projects or activities conducted in fiscal 1964 not in excess of the current year's rate, or at the rate provided for in the budget estimate, whichever is lower."

2. HOUSING LOANS. The Banking and Currency Committee reported without amendment H. J. Res. 1041, to continue from June 30 to Sept. 30, 1964, the program of insured rental housing loans for the elderly in rural areas (S. Rept. 1108). p. 14557
3. PERSONNEL; PAY. The Post Office and Civil Service Committee voted to report (but did not actually report) with amendments H. R. 11049, the Federal pay bill (p. D510). Sen. Lausche objected to a request by Sen. Humphrey to permit the bill to be reported while the Senate is not in session (p. 14653).
4. TAXATION. Passed with amendments H. R. 11376, to provide for a 1-year extension of certain excise-tax rates (pp. 14623-54). Senate conferees were appointed (p. 14654). The bill was reported earlier in the day with amendments (S. Rept. 1107)(p. 14557).
5. PUBLIC DEBT. Began consideration of H. R. 11375, to provide a temporary public debt limitation of \$324 billion from date of enactment of the bill until June 30, 1965. pp. 14656-7
6. ALASKA RELIEF. The Interior and Insular Affairs Committee reported S. 2881, to provide authorization for Federal agencies to aid Alaska in recovering from the effects of the recent earthquake and seismic waves (S. Rept. 1117). p. 14557
7. DEFENSE PRODUCTION. The Banking and Currency Committee reported without amendment H. R. 10000, to extend the Defense Production Act from June 30, 1964, to June 30, 1966 (S. Rept. 1110). p. 14557
8. CIVIL DEFENSE The Armed Services Committee reported without amendment H. R. 10314, to amend the Federal Civil Defense Act so as to extend until June 30, 1968, the authority to provide financial assistance to States for necessary and essential State and local civil defense personnel and administrative expenses (S. Rept. 1120). p. 14557
9. RECLAMATION. The Interior and Insular Affairs Committee reported with amendments S. 388, to authorize construction of the midstate reclamation project, Nebr. (S. Rept. 1111). p. 14557  
Passed as reported S. 2630, to provide for construction of the Kennewick diversion extension, Yakima project, Wash. pp. 14580-1  
Passed as reported S. 2533, to authorize construction of the Manson unit, Chelan division, Chief Joseph Dam project, Wash. pp. 14581-3
10. COMMITTEES. At the request of Sen. Mansfield, consent was granted for the Appropriations Committee and its subcommittees to meet during sessions of the Senate for the remainder of this month. p. 14556







# Digest of CONGRESSIONAL PROCEEDINGS

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

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**HIGHLIGHTS:** Senate passed: Temporary extension of insured rental housing loans to elderly in rural areas; Public debt ceiling increase bill. Senate committee reported pay bill. Sen. Walters criticized FTC rules on cigarette labeling. Sen. Muskie expressed concern over effects of pesticides in killing of fish. Sen. Gruening supported Appalachia bill. Sen. Nelson introduced and discussed bill to conserve human and natural resources. Conferees filed report on Interior appropriation bill.

### SENATE

1. **HOUSING LOANS.** Passed without amendment H. J. Res. 1041, to continue from June 30 to Sept. 30, 1964, the program of insured rental housing loans for the elderly in rural areas. This bill will now be sent to the President. pp. 14701-2
2. **PUBLIC DEBT.** By a vote of 48 to 21, passed without amendment H. R. 11375, to provide a temporary public debt limitation of \$324 billion from date of enactment of the bill until June 30, 1965. This bill will now be sent to the President. pp. 14688-700



3. PERSONNEL; PAY. The Civil Service Committee reported with amendment H. R. 11049, the Federal pay bill (p. 14663). Sen. Williams, Del., submitted an amendment intended to be proposed to this bill (p. 14669).
4. WATERSHEDS. Passed without amendment S. 1790, to amend the Watershed Protection and Flood Prevention Act so as to authorize the Government to pay costs of utility relocations on watershed protection and flood prevention projects when local organizations are financially unable to bear such costs. p. 14706  
Received from the Budget Bureau plans for works of improvement on the following watersheds:  
Marshyhope River, Ga., Muddy Creek, Kan., Presque Isle Stream, Me., and West Fork Duck Creek, O.; to Public Works Committee. p. 14663
5. DEFENSE PRODUCTION. Passed without amendment H. R. 10000, to extend the Defense Production Act from June 30, 1966. This bill will now be sent to the President. pp. 14702-3
6. MILITARY CONSTRUCTION. By a vote of 70 to 1, passed with amendments H. R. 10300, to authorize construction at military installations (pp. 14706-13, 14714-26). Senate conferees were appointed (p. 14726). House conferees have not yet been appointed.
7. CIVIL DEFENSE. Began consideration of H. R. 10314, to amend the Federal Civil Defense Act so as to extend until June 30, 1968, the authority to provide financial assistance to States for necessary and essential State and local civil defense personnel and administrative expenses. p. 14745
8. PESTICIDES. Sen. Muskie expressed concern over the possibility that pesticides were a cause in the recent death of fish in the lower Mississippi River and reviewed the controversy over causes of the fish kill. pp. 14680-2
9. TOBACCO. Sen. Walters expressed shock over the new Federal Trade Commission rules for the labeling of cigarettes. p. 14680
10. APPALACHIA. Sen. Gruening inserted his testimony in support of the proposed Appalachia program. pp. 14675-6
11. FARM LABOR. Sen. Neuberger criticized Ore. Governor Hatfield's support of extension of the Mexican farm labor program and inserted several items. pp. 14670-4
12. COMMITTEES. At the request of Sen. Humphrey, the Appropriations Committee was authorized to meet during sessions of the Senate for the week beginning June 29. p. 14680
13. MEAT AND POULTRY INSPECTION. Received from this Department a proposed bill to provide for financing meat and poultry inspection on a fee basis and authorize the establishment of management funds into which fees and charges can be deposited and be available for use in meeting the costs of these programs; to Agriculture and Forestry Committee. p. 14662
14. WATER RESOURCES. Sen. Cannon submitted for printing a report of the U. S. Geological Survey, "Mineral and Water Resources in Nevada." p. 14663
15. PUBLIC WORKS. Received from GAO a report "on assistance under the Public Works Acceleration Act to areas no longer burdened by substantial unemployment." p. 14663

## GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

JUNE 26, 1964.—Ordered to be printed

Mr. JOHNSTON, from the Committee on Post Office and Civil Service,  
submitted the following

### R E P O R T

[To accompany H.R. 11049]

The Committee on Post Office and Civil Service to whom was referred the bill H.R. 11049, to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, having considered the same report favorably thereon with an amendment and recommend that the bill as amended do pass.

#### PURPOSES

The purposes of this legislation are four in number:

(1) To reaffirm the commitment of the Congress to the policy of adjusting the civilian career salary systems of the Federal Government in accordance with the principle of comparability enacted into law in the Federal Salary Reform Act of 1962;

(2) To establish a new, consistent, and rational salary structure for positions of the highest level in the Federal Government in the legislative, executive, and judicial branches;

(3) To provide a logical and appropriate relationship between career salaries paid under the four civilian statutory pay systems and compensation for top positions in the three branches;

(4) To adopt a salary structure designed to meet the present-day needs of the Federal Government, the most important of which is obtaining and retaining personnel of the highest caliber at every level, without imposing upon any officer or employee a degree of financial sacrifice inconsistent with the principles of democratic government.

It is the committee's unanimous view that H.R. 11049, as amended, responds to the demands of these four paramount principles and, in so doing, remedies a number of serious inadequacies and inequities now existing in the Federal salary structure.



Fair and reasonable pay throughout the Federal Government is a matter of highest national importance. Since assuming office, President Johnson has vigorously supported comprehensive pay legislation as the most effective step which the Congress can take to assist him in his determined drive for economy in Government—economy of the kind which requires first-class managers who, in the words of the President's letter to the President pro tempore of the Senate, dated March 17, 1964, "can tighten organizations, simplify procedures, trim waste, and inspire maximum effort."

#### APPROPRIATE ACTION

It is entirely fitting that this action should be taken now. Recommendations for comparability pay adjustments substantially of the kind presented in H.R. 11049 were forwarded to the Congress by the President over a year ago, and recommendations concerning executive, legislative, and judicial pay have been pending in the Congress since completion of the report, in 1963, of the President's Advisory Panel on Federal Salary Systems. There can be no doubt that Federal career employees are lagging behind their counterparts in the private economy up and down the line except in the lower grades. This lag in the compensation of the higher grades, besides discouraging career Federal employees of the very highest caliber, competence, and experience, has been unfair to them; it has resulted in numerous obvious inequities; and it has served as a deterrent to optimum recruitment and retention.

#### COST

The following tables provide a statistical breakdown of the costs involved in H.R. 11049 as reported by the committee.

TABLE 1.—*Increases in Classification Act schedule over present*

| Grade                                                                                 | Number of employees<br>(June 1963) | H.R. 11049       |         |             |
|---------------------------------------------------------------------------------------|------------------------------------|------------------|---------|-------------|
|                                                                                       |                                    | Average increase |         | Salary cost |
|                                                                                       |                                    | Dollars          | Percent |             |
| GS-1.....                                                                             | 1,354                              | 114              | 3.1     | \$154,200   |
| GS-2.....                                                                             | 29,149                             | 113              | 2.9     | 3,295,690   |
| GS-3.....                                                                             | 148,265                            | 223              | 5.2     | 32,994,255  |
| GS-4.....                                                                             | 176,523                            | 305              | 6.4     | 53,895,648  |
| GS-5.....                                                                             | 129,911                            | 325              | 6.2     | 42,281,132  |
| GS-6.....                                                                             | 55,236                             | 311              | 5.2     | 17,153,665  |
| GS-7.....                                                                             | 97,956                             | 257              | 4.0     | 25,197,665  |
| GS-8.....                                                                             | 22,788                             | 274              | 3.9     | 6,245,236   |
| GS-9.....                                                                             | 120,709                            | 236              | 3.0     | 28,487,324  |
| GS-10.....                                                                            | 14,561                             | 259              | 3.0     | 3,771,299   |
| GS-11.....                                                                            | 106,145                            | 277              | 3.0     | 29,402,165  |
| GS-12.....                                                                            | 80,990                             | 322              | 3.0     | 26,078,780  |
| GS-13.....                                                                            | 56,629                             | 424              | 3.4     | 23,982,476  |
| GS-14.....                                                                            | 27,456                             | 635              | 4.4     | 17,439,656  |
| GS-15.....                                                                            | 13,208                             | 922              | 5.5     | 12,172,432  |
| GS-16.....                                                                            | 1,744                              | 3,284            | 19.2    | 5,727,286   |
| GS-17.....                                                                            | 696                                | 3,811            | 20.3    | 2,652,470   |
| GS-18.....                                                                            | 313                                | 4,500            | 22.5    | 1,408,500   |
| Total.....                                                                            | 1,058,485                          | 287              | 4.2     | 322,339,934 |
| Aggregate cost, including Government's expenditures for retirement and insurance..... |                                    |                  |         | 342,339,934 |

TABLE 2.—Increases in postal field service schedule over present salary

| Grade                      | Number of employees<br>(April 1964) | H. R. 11049      |         |             |
|----------------------------|-------------------------------------|------------------|---------|-------------|
|                            |                                     | Average increase |         | Salary cost |
|                            |                                     | Dollars          | Percent |             |
| PFS-1.....                 | 4,653                               | 245              | 6.1     | \$1,139,985 |
| PFS-2.....                 | 23,651                              | 285              | 6.1     | 6,740,535   |
| PFS-3.....                 | 39,807                              | 340              | 6.3     | 13,534,380  |
| PFS-4.....                 | 378,099                             | 345              | 6.0     | 130,444,155 |
| PFS-5.....                 | 32,017                              | 330              | 5.2     | 10,565,610  |
| PFS-6.....                 | 11,393                              | 265              | 4.0     | 3,019,145   |
| PFS-7.....                 | 17,291                              | 225              | 3.0     | 3,890,475   |
| PFS-8.....                 | 10,820                              | 245              | 3.1     | 2,650,900   |
| PFS-9.....                 | 7,785                               | 260              | 3.0     | 2,024,100   |
| PFS-10.....                | 3,807                               | 285              | 3.0     | 1,084,995   |
| PFS-11.....                | 2,020                               | 330              | 3.3     | 666,600     |
| PFS-12.....                | 1,321                               | 420              | 3.8     | 554,820     |
| PFS-13.....                | 1,090                               | 545              | 4.5     | 594,050     |
| PFS-14.....                | 1,011                               | 595              | 4.7     | 601,545     |
| PFS-15.....                | 392                                 | 690              | 4.9     | 270,480     |
| PFS-16.....                | 113                                 | 840              | 5.2     | 94,920      |
| PFS-17.....                | 163                                 | 895              | 5.7     | 145,885     |
| PFS-18.....                | 15                                  | 2,500            | 13.5    | 37,500      |
| PFS-19.....                | 17                                  | 2,945            | 16.5    | 50,065      |
| PFS-20.....                | 15                                  | 3,945            | 20.5    | 59,175      |
| Total.....                 | 535,480                             |                  | 5.6     | 178,169,320 |
| Rural carriers.....        | 45,727                              |                  |         | 13,600,000  |
| 4th-class postmasters..... | 10,107                              |                  |         | 6,000,000   |
| Department employees.....  | 1,786                               |                  |         | 1,000,000   |
| Total fringe benefits..... |                                     |                  |         | 30,400,000  |
| Total.....                 | 593,100                             |                  |         | 229,169,320 |

TABLE 3.—Rates of compensation for office and judges whose salaries are fixed by statute

|                                                                            | Present             | H.R. 11049          |
|----------------------------------------------------------------------------|---------------------|---------------------|
| Supreme Court:                                                             |                     |                     |
| Chief Justice.....                                                         | \$35,500            | \$43,000            |
| Associate Justices.....                                                    | 35,000              | 42,500              |
| Court of Customs and Patent Appeals: Chief judge and associate judges..... | 25,500              | 33,000              |
| Customs Court: Chief judge and associate judges.....                       | 22,500              | 30,000              |
| Court of Claims:                                                           |                     |                     |
| Chief judge and associate judges.....                                      | 25,500              | 33,000              |
| Commissioners.....                                                         | 19,000              | 26,000              |
| Court of Military Appeals.....                                             | 25,500              | 33,000              |
| Courts of Appeals: Judges.....                                             | 25,500              | 33,000              |
| Tax Court of the United States.....                                        | 22,500              | 30,000              |
| District courts:                                                           |                     |                     |
| Chief judge, District of Columbia.....                                     | 23,000              | 30,500              |
| Judges, all other.....                                                     | 22,500              | 30,000              |
| Referees in bankruptcy:                                                    |                     |                     |
| Full time.....                                                             | <sup>1</sup> 15,000 | <sup>1</sup> 22,500 |
| Part time.....                                                             | <sup>1</sup> 7,500  | <sup>1</sup> 11,000 |
| Court reporters.....                                                       | <sup>1</sup> 8,690  | <sup>1</sup> 8,845  |
| Administrative Office:                                                     |                     |                     |
| Director.....                                                              | 20,000              | 27,000              |
| Deputy Director.....                                                       | 20,000              | 26,000              |

<sup>1</sup> Statutory limitation on rates to be fixed by the Judicial Conference of the United States.



TABLE 4.—*Cost of H.R. 11049, as amended*

| Employee group                                       | Number    | Average increase                            | Salary cost<br>(including<br>fringe<br>benefits) |             |
|------------------------------------------------------|-----------|---------------------------------------------|--------------------------------------------------|-------------|
| <b>TITLE I</b>                                       |           |                                             |                                                  |             |
| Classification Act.....                              | 1,073,476 | 4.3.....                                    | 342,399,934                                      |             |
| Postal schedule:                                     |           |                                             |                                                  |             |
| Clerks and carriers.....                             | 378,099   | 6.0.....                                    | 147,500,000                                      |             |
| All others.....                                      | 215,001   | 5.0.....                                    | 81,600,000                                       |             |
| Veterans' Administration.....                        | 20,597    | 4.6.....                                    | 9,827,000                                        |             |
| Foreign Service.....                                 | 15,588    | 6.3.....                                    | 11,369,000                                       |             |
| ASC county employees.....                            | 15,000    | 4.0.....                                    | 2,900,000                                        |             |
| Total.....                                           | 1,717,761 | Gross cost.....                             | 581,595,934                                      |             |
|                                                      |           | Less 10 percent agency ab-<br>sorption..... | 58,159,593                                       |             |
|                                                      |           | Net cost of title I.....                    | 543,436,341                                      | 543,436,341 |
| <b>TITLE II</b>                                      |           |                                             |                                                  |             |
| Legislative employees and officers                   | 7,643     | 10.0.....                                   | 5,000,000                                        |             |
| Members of Congress.....                             | 536       | 33.0 (\$7,500).....                         | 4,100,000                                        |             |
| Total.....                                           | 8,179     |                                             | 9,600,000                                        | 9,600,000   |
| <b>TITLE III</b>                                     |           |                                             |                                                  |             |
| Federal executives.....                              | 377       | 33.0.....                                   | 2,800,000                                        |             |
| District of Columbia executives<br>and officers..... | 30        | 30.0.....                                   | 200,000                                          |             |
| Total.....                                           | 407       |                                             | 3,000,000                                        | 3,000,000   |
| <b>TITLE IV</b>                                      |           |                                             |                                                  |             |
| Judicial employees.....                              | 5,769     | 3.7.....                                    | 3,300,000                                        |             |
| Federal judges.....                                  | 486       | 33.0.....                                   | 4,900,000                                        |             |
| Total.....                                           | 6,255     |                                             | 8,200,000                                        | 8,200,000   |
| Grand total.....                                     | 1,732,602 |                                             |                                                  | 564,236,341 |

## EXECUTIVE PAY

Executive pay in the Federal Government has not been adjusted since 1956. The comprehensive report of Mr. Clarence Randall and his colleagues on the President's Advisory Panel clearly demonstrates the need—which has been felt by all recent Presidents and which has been reflected throughout the Federal service—for levels of compensation for Federal executives substantially higher than those established in 1956. H.R. 11049, as reported, while it retains the traditional linkage between congressional and executive salaries, significantly increases the latter and at the same time establishes a rational progression from the top of the career pay schedule to the bottom of the executive salary system. The Randall report demonstrates the impossibility of equating the top grades of the General Schedule and the five levels of executive compensation with private-enterprise compensation. It is clear that the Government can never financially reward its top officials—either career or executive—in such a way as to compete with private industry in the United States. Managers in the private economy of rank and responsibility equal to those of the upper levels of the career service and the five executive pay levels are compensated in varying amounts, all of them significantly higher—sometimes double, triple, or more—than the amounts paid top

Federal employees and officers. With regard to these differences, the Randall Panel reports:

"We were not surprised to find that the Federal Government had not kept pace in some instances, but we were not prepared for quite such startling differences as we have discovered."

Despite the obvious inability of the Government to rival private enterprise in compensation, the increases provided in this act, especially for the upper levels of the career schedules and for Federal executives, represent a significant improvement. Although the chief rewards of Federal service at the executive level are other than monetary, it is nonetheless true that it is difficult to recruit and retain men of the caliber required for Cabinet and sub-Cabinet posts when salary scales are as depressed as they currently are.

The views expressed in the Randall report on the subject of service in high positions in the Federal Government are particularly appropriate:

Giving up a high income to accept a lesser income in a Federal office has been a common experience in the history of our country. We believe, however, that such action should not require the individual to draw down his personal resources in large amounts in order to support himself and his family while in office. The sacrifice must be of an order which many, not just a few, are prepared to make, and it should be no greater in a Federal position than in any other form of public service. Furthermore, there are many able young men who have accumulated no reserves to help them maintain themselves in public office. It is particularly important that inadequate pay scales neither deny our country their services nor create the kind of economic pressure of family responsibility which cuts their service short when they do accept public office.

Our country cannot afford to depend only upon rich men to run its affairs. Neither should we place excessive reliance on business executives on leave of absence who are both expected to, and want to, return to their companies after short periods of public service. Both may render valuable, unselfish service, but, as we stated in our report to you in February 1962, "it seems to us bad public policy to make it difficult for others of comparable ability to serve the Government." The United States cannot argue that independent means and the honor of office are appropriate substitutes for proper compensation for the positions in which its officers are serving.

#### FIVE LEVELS OF EXECUTIVE COMPENSATION

In addition to increasing substantially the salaries of Federal executives, this act establishes an orderly and rational series of five levels of executive compensation, bringing together into 1 system some 19 different pay levels established over the years, many by organic legislation establishing new agencies. As passed by the House, H.R. 11049 established six levels of executive compensation.



The top three levels (levels I, II, and III) are listed by position. The lower three levels (levels IV, V, and VI) would be filled through placement which the President is authorized to make, in accordance with criteria spelled out in the Act. As passed by the House, H.R. 11049 also provides that any offices or positions in the executive branch not placed in level IV, V, or VI by the President would be assigned to the appropriate grade of the General Schedule.

Since H.R. 11049 was reported by the House committee, the Bureau of the Budget has asked the Senate committee to consider amending the original administration proposal by eliminating level VI entirely, on the basis of the fact that this level is composed of a small group who could most appropriately be placed in level V or in the top grades of the General Schedule. The committee, recognizing that elimination of level VI would also relieve pay compression between the Executive Salary Schedule and the General Schedule, has accordingly amended the act to provide only five executive levels. Additionally, following legislative precedent of long standing, the committee has amended the House-passed bill by specifying the positions which are to be assigned to levels IV and V. The committee carefully studied the question of Presidential placement as opposed to statutory listing and unanimously decided upon the latter course. In so doing, however, the committee took note of the fact that the President ought to have a measure of flexibility in assigning his top executives to the new schedule. Accordingly, the bill as reported gives authority to the President to add 20 additional positions within levels IV and V, so that he may respond to changes in organization, management responsibilities, or work apportionment in the various Federal departments and agencies.

The committee has altered somewhat the House-approved salary scales for the executive levels. The compensation of Cabinet members has been increased from \$32,500 to \$35,000, this change reflecting not only the heavy responsibilities of the President's chief advisers and department heads, but also the prestige which accompanies these high positions in the executive branch.

The \$30,000 salary for the topmost deputies of members of the Cabinet has not been altered. There ought to be a reasonable salary differential between Cabinet members and their top lieutenants, but the compensation of the latter should be at a level commensurate with the duties of the Government's second highest administrators, who in many instances are the directors of the daily operations of the Nation's departments and agencies. Additionally, the committee, following the traditional salary alinement in which Cabinet members are the only group compensated at a rate in excess of that of Members of the Congress, has agreed that \$30,000—an increase of \$7,500—is an appropriate and justified rate of compensation for Members.

In any consideration of Federal salaries, it is helpful from a practical point of view to consider the actual take-home pay received after income-tax and other deductions. Assume that a married Government official is compensated at the rate of \$20,000 a year; that he supports two children; that 6.5 percent of his gross salary is deducted for retirement; that he itemizes his deductions at 10 percent of his income and that the cost of his Government life insurance is about 0.65 percent of the first \$20,000 of his salary. Assume also that he is a participant in the high-option Federal health benefits family plan.

This official would receive a net or take-home salary after taxes and all other deductions of \$15,027, the deductions amounting to 25.1 percent of his gross salary. Monthly gross: \$1,667; monthly take-home: \$1,384.

If this official's salary were increased to \$28,500, his take-home pay would be \$20,541 or 72.1 percent of the gross. Monthly gross: \$2,375; take-home: \$1,712.

If the salary of an official earning \$22,000 were increased to \$30,000, his take-home pay would be \$21,464, or 71.5 percent of the gross. Monthly gross: \$2,500; take-home: \$1,789.

If the salary of an official earning \$25,000 were increased to \$35,000, his take-home pay would be \$24,413, or 69.8 percent of the gross. Monthly gross: \$2,917; take-home: \$2,034.

Following is a chart indicating further details.

1964 take-home pay for Government officials with various incomes, married with 2 dependents

|                                              | Annual               |             |             |             |             |             |
|----------------------------------------------|----------------------|-------------|-------------|-------------|-------------|-------------|
| Salary                                       | \$20,000.00          | \$22,000.00 | \$25,000.00 | \$28,500.00 | \$30,000.00 | \$35,000.00 |
| Tax (1964 rates) <sup>1</sup>                | \$3,392.00           | \$3,927.00  | \$4,754.00  | \$5,825.00  | \$6,305.00  | \$8,031.00  |
| Take-home pay after tax                      | \$16,608.00          | \$18,073.00 | \$20,246.00 | \$22,675.00 | \$23,695.00 | \$26,969.00 |
| Retirement <sup>2</sup>                      | \$1,300.00           | \$1,430.00  | \$1,625.00  | \$1,852.50  | \$1,950.00  | \$2,275.00  |
| Life insurance <sup>3</sup>                  | \$129.96             | \$129.96    | \$129.96    | \$129.96    | \$129.96    | \$129.96    |
| Health insurance <sup>4</sup>                | \$151.32             | \$151.32    | \$151.32    | \$151.32    | \$151.32    | \$151.32    |
| Take-home pay after tax and other deductions | \$15,026.72          | \$16,371.72 | \$18,339.72 | 20,541.22   | \$21,463.72 | \$24,412.72 |
| Percent of salary                            | 75.1                 | 74.4        | 73.3        | 72.1        | 71.5        | 69.8        |
|                                              | Monthly <sup>5</sup> |             |             |             |             |             |
| Salary                                       | \$1,666.66           | \$1,833.33  | \$2,083.33  | \$2,374.99  | \$2,499.99  | \$2,916.65  |
| Take-home pay after tax                      | 1,384.00             | 1,506.08    | 1,687.17    | 1,889.58    | 1,974.58    | 2,247.42    |
| Retirement                                   | 108.33               | 119.17      | 135.42      | 154.37      | 162.50      | 189.58      |
| Life insurance                               | 10.83                | 10.83       | 10.83       | 10.83       | 10.83       | 10.83       |
| Health insurance                             | 12.61                | 12.61       | 12.61       | 12.61       | 12.61       | 12.61       |
| Take-home pay after tax and other deductions | 1,252.23             | 1,363.47    | 1,528.31    | 1,711.77    | 1,788.64    | 2,034.40    |

<sup>1</sup> Assumes itemized deductions equal to 10 percent of income.

<sup>2</sup> 6.5 percent of gross salary.

<sup>3</sup> Based on present maximum insurance coverage of \$20,000.

<sup>4</sup> High option health insurance family plan.

<sup>5</sup> All monthly figures 1/2 of annual figures.

CONGRESSIONAL PAY

Congressional pay adjustments have averaged only about one every 20 years since 1789, the last increase having been in 1955 when the annual compensation was increased from \$15,000 to the present \$22,500.

The Congress faces a difficult and unenviable responsibility in the constitutional injunction that the Senate and House must establish the rate of pay for their own Members. Nevertheless, it is a responsibility which must be accepted and squarely dealt with, since it cannot be avoided under our form of government. Not only must the continually increasing costs of serving in Washington while maintaining close contact with a constituency and the present-day full-time duty requirement be taken into account; but also involved is the prestige, dignity, and status of the Congress and its Members. The congressional increase provided by H.R. 11049 is not intended for the person who currently holds the position but for the office itself.



## THE UDALL AMENDMENT

In its consideration of congressional pay, the committee unanimously voted in opposition to the Udall amendment, which essentially provides that congressional pay increases would automatically go into effect in percentage amounts related to pay increases enacted for employees and officers of the executive branch. It is the committee's view that this amendment, while certainly intended to overcome a difficult problem, would not accomplish its apparent purpose, since in acting upon executive-branch pay-increase legislation, the Congress would in effect be acting to increase its own salaries. The Congress would thus encounter the same problems which this amendment apparently seeks to avoid. Furthermore, there is the possibility that the tying together of executive-branch and congressional pay increases could serve as a possible deterrent to affirmative legislative action in the future in granting warranted salary increases to employees under the Classification Act and within the postal field service.

## THE JUDICIARY

The Randall Panel also makes clear the need for pay increases for judges, officers and employees of the judiciary; and for legislative employees. Committee hearings substantiate the Panel's findings.

The committee accepted the salary scales for Federal judges enacted by the House, taking note of the fact that the increases are in the neighborhood of \$7,500, the same amount of increase which the committee approved for Members of Congress. The committee changed the annual salary of the Director of the Administrative Office of the U.S. Courts from \$28,000 to \$27,000 and the salary of the Deputy Director from \$27,000 to \$26,000 in recognition of the fact that these salaries were aligned with level V of the Executive Salary Schedule established at \$26,000. Additionally, the committee scaled down the salary of Commissioners of the Court of Claims from \$27,000 to \$26,000.

In its discussions of compensation for the judiciary, the committee took into account the constitutional provision that Federal judges are appointed for life and that their salaries are discontinued only in the event of death, resignation, or impeachment. Thus, when Federal judges become inactive—optionally after 15 years at age 65 or after 10 years at age 70—they may, in effect, retire on full salary. It was noted also that many judges, upon reaching retirement age, continue their duties on a part-time basis continuing to serve while drawing full compensation.

## INCREASES FOR CONGRESSIONAL EMPLOYEES

Congressional employees, who received no Schedule II pay increase in January of 1964 as did employees of the executive branch, were given an across-the-board increase of 7 percent in 1962. In recognition of the principle of comparability and in an effort to align executive and legislative pay, the committee accepted the pay-increase formula of the House measure, which provides for graduated pay increases ranging from 5 percent in the lower salary levels to 21½ percent in the upper levels. The point of departure from the House-approved legislative pay schedule is a limitation of \$22,945 as the top salary for

employees on Senators' staffs and Senate committees. As enacted by the House, H.R. 11049 would have limited the gross compensation of these employees to \$24,500.

The House-approved measure provides that no rate of compensation provided for in the act shall be increased to an amount per annum in excess of \$22,000 until the first pay period which begins on or after January 1, 1965. In other words, the effective date of increases in excess of \$22,000 would be withheld until the effective date of the increase for Members of the Senate and House. The committee decided that since increases in excess of \$22,000, particularly in the Executive Salary Schedule, are of vital and immediate importance, it would be unwise to postpone the date of their disbursement. Accordingly, the act is amended to provide that amounts of salary in excess of \$22,000 per annum shall be postponed until January 1965 only in the case of officers and employees of the Senate and House.

#### FOURTH-CLASS POSTMASTERS

The committee is in agreement with the Post Office Department that postmasters of fourth-class offices are in general being inadequately compensated under schedule II of the 1962 act. The Department's proposal to substitute a new schedule based upon PFS-5 and the number of service hours required on the part of the postmaster was carefully studied. It was the committee's view, however, that this proposed schedule, providing increases averaging approximately 27 percent, overcompensated for the deficiency. Accordingly, the act has been amended to provide for a new FOS Schedule, based upon six levels of revenue units. The percentage increases vary in general within the range of 10 to 15 percent, with increases substantially higher than 15 percent for postmasters of fourth-class offices in the lower levels, where increases are most urgently needed.

This modification of the Department's original proposal represents an equitable solution to the problem of marginal pay for fourth-class postmasters with low receipts, and provides significant and deserved salary increases for all other postmasters of fourth-class offices. The House-passed schedule would cost approximately \$12.7 million, while that of the Senate schedule would cost approximately \$4.8 million.

#### MIDDLE GRADES

The committee carefully considered the provisions of H.R. 11049 in regard to the compensation levels for employees subject to the Classification Act. Grades GS-9, GS-10, GS-11, and GS-12 of the General Schedule were reduced in the House of Representatives to rates which reflect salary increases of less than 3 percent of present salary rates. In order to bring this middle-management group closer to comparability, the committee has increased these grades to a 3-percent level. Similar increases have been given the middle grades in the Foreign Service and the Department of Medicine and Surgery of the Veterans' Administration. The Civil Service Commission has estimated the cost of these increases to be less than \$20 million.



## STEP INCREASES IN THE PFS SCHEDULE

The act has been amended to provide for 1-year step increases through step 7 for all levels of the PFS schedule. Under the 1962 act, 1-year increases through step 7 were limited to the first six levels, with 2 years being required in steps 6 and 7 for levels 7 and above. This has resulted in glaring pay inequities caused by the longer service periods required—particularly in levels 7, 8, and 9—in steps 6 and 7 of the PFS schedule. The result has been rapidly diminishing salary differentials between level 7 on the one hand and levels 5 and 6 on the other, resulting from the fact that personnel in the lower levels advance more rapidly through the steps of the schedule. Adversely effected have been important groups of personnel in the postal service—supervisors, postmasters, inspectors, and others.

In arriving at its decision to provide for annual step increases through step 7, the committee took into account the fact that, in general, postal employees do not move upward through the 20 levels in the same pattern as that which commonly prevails in the General Schedule, where the step increases are statutorily set to provide for annual, biennial, and triennial increases evenly spaced through the steps. The great preponderance of postal employees are in levels 4 and 5, but a substantial percentage is clustered in levels 7 through 9, where many employees remain throughout their careers in the postal service. It is not unusual for a postal supervisor, for example, to serve for 25 years in level 7. Employees under the Classification Act, however, commonly progress at a fairly steady rate through the grades of the General Schedule, with the movement upward often not diminishing until grade 12 or 13, where compensation is significantly higher than that of level 7 of the postal field service schedule.

## STAFF MEMBERS OF FORMER PRESIDENTS

Former Presidents of the United States are authorized \$50,000 per year for the employment of staff members, with the provision that no staff member may be compensated in an amount in excess of that of an employee in the office of a Senator.

The committee unanimously approved a recommendation of the Bureau of the Budget to increase the maximum allowance from \$50,000 to \$65,000 so that the staff members of former President Hoover, Truman, and Eisenhower may be granted appropriate pay increases at the discretion of the former Presidents.

## STATEMENT

Americans everywhere, priding themselves on adherence to the principle of fair play, are aware that equity now indicates that Federal officials, whether elected or appointed, or whether in legislative, judicial, or administrative posts, deserve substantial pay increases. This act marks the second definitive step by the Congress away from the sometimes piecemeal approach to Federal salary adjustments which on occasion has marked the 25-year period prior to 1962. This act reflects the fact that there now exists an accepted standard by which Federal salaries should be adjusted and a procedure for periodic executive-branch review and congressional consideration. The committee feels that this measure, resting as it does

upon a sound comparison of Federal and private pay rates, is far more defensible than legislation not so anchored in statistical realities.

#### SECTIONAL ANALYSIS

Section 101 of title I establishes a short title for title I—"The Federal Employees Salary Act of 1964."

Section 102(a) amends the Classification Act of 1949 to provide a new schedule of salaries for classified employees. Increased rates range from 3 percent in grade 9 to 22.5 percent in grade 18. A 10th rate is provided for grades 11 through 14, a 9th and 10th rate for grade 15, and a 6th, 7th, 8th, and 9th rate for grade 16, thus substantially increasing the maximum compensation within a grade in the higher levels.

Subsection (b) of section 102 sets forth the rules for the initial adjustment of the rates of basic compensation and refers to an exception to the rules established. The exception is described in section 123 of H.R. 11049, which amends the Salary Reform Act of 1962 by the addition of a new subsection (d) to section 504.

The new subsection (d) provides that when statutory schedules are adjusted, the pay of an employee receiving a special rate under section 504 will be adjusted in accordance with conversion rules prescribed by the President on the effective date of adjustment of the statutory schedules. The problem of adjusting the pay of different groups of employees receiving "504" rates varies to such an extent that appropriate methods of adjustment can most effectively be prescribed by regulations.

Paragraph (1) establishes the general rule that the employee who is receiving compensation in accordance with the General Schedule immediately prior to the effective date will receive compensation at the corresponding rate of the new schedule. This covers most employees.

Paragraph (2) provides that if the basic compensation of an employee is between two rates of a grade, he will receive the higher of the two corresponding rates of the new schedule.

Paragraph (3) applies to employees earning more than the maximum rate of the grade. This includes those who received increases under section 602(b)(2) of the 1962 act or who are compensated at a saved rate.

Paragraph (4) provides the conversion rule for employees receiving an aggregate rate of compensation determined under section 208(b) of the act of September 1, 1954 (Public Law 763, 83d Cong.). Section 208(b) provides that the Federal Employees Salary Act of 1945 shall not be construed to decrease the existing aggregate rate of compensation of any present employee.

Each pay act since the Fringe Benefits Act of 1954 has provided that these personnel shall receive their aggregate compensation under the Fringe Benefits Act plus whatever increase is provided in the maximum rate of the grade. Paragraph 4 has this same effect.

Paragraph (5) provides a conversion rule to apply to those persons promoted from GS-15 to GS-16 since the effective date of schedule II, January 5, 1964. Persons promoted from rate 3 and above of GS-15 automatically went to the top rate (rate 5) of GS-16 in order to comply with promotion rules enacted in 1962. Even so, many employees did



not receive an equivalent increase of two steps of the grade from which they were promoted, and some actually took a reduction in salary. This conversion rule will assure that these employees, subsequent to the effective date of this act, will receive the equivalent of at least two step increases, while preventing unjustified increases in compensation. All employees in this group will benefit by the provisions of the paragraph.

Section 103(a) provides new authority for the head of a department to recruit candidates of "unusually high or unique qualifications" at rates in excess of the minimum of the grade in grades 13 and above. Heretofore, section 801 of the Classification Act has stipulated that all recruitment will be done at the minimum rate of the grade. Some persons who could render extremely valuable service to the Government might be recruited if the agency had authority to compete with private enterprise salaries by offering such a candidate a rate higher than the minimum of the grade. The Civil Service Commission will approve each appointment authorized by the section.

Subsection (b) of section 103 amends section 505(b) of the Classification Act, which authorizes a majority of the Civil Service Commissioners to establish and revise from time to time the maximum number of positions which may be placed in grades 16, 17, and 18 of the General Schedule at any one time. The aggregate is set by the Classification Act at 2,400, *in addition* to any professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine. Subsection (c) adds to the exemptions from the numerical limitation (1) 240 positions of hearing examiners under section 11 of the Administrative Procedure Act (5 U.S.C. 1010) to be placed at grade 16, and 9 positions at grade 17 which may be used for hearing examiners under section 11 of the Administrative Procedure Act, and (2) positions which may be paid at rates equivalent to those of grades GS-16, GS-17, and GS-18 under the provisions of section 309.

Exemption from the numerical limitation is sought for examiners who come under section 11 of the Administrative Procedure Act because a number of them, in excess of 200, now classified at GS-15, are doing GS-16 work and are properly classifiable at that grade. They cannot be so classified, however, because of the restriction upon super-grade spaces. Ninety examiners have been classified at grade 16 within the 2,400 limitation, upon the basis of seniority. This subsection would permit all examiners under section 11 of the Administrative Procedure Act who are found qualified at grade 16 to be so classified by the Civil Service Commission.

Section 303(f) of H.R. 11049 authorizes the President to place 2a other executive officers in levels IV and V of the Federal Executive Salary Schedule. Section 309 provides that positions not placed in a level of the Federal Executive Salary Schedule by this act or by the President will be paid at rates equivalent to those in the General Schedule. Subsection (b) of section 103 exempts these employees from the 2,400 limitation.

Section 103(c) provides that in computing rates of pay, the employee's hourly rate shall be rounded off to the nearest cent, counting one-half cent and over as the next higher cent. The present law provides for rounding off to the next higher cent regardless of the fraction.

Section 104: This section adds the definition of "revenue unit" to section 1 of title 39, United States Code.

The Postmaster General is required by law to classify each office based on the gross postal receipts of the office in the preceding calendar year. However, in each calendar year since 1957 the gross postal receipts of post offices have been offset by the amount of receipts attributable to rate increases, except where it has been necessary to credit 100 percent of receipts to retain the class of office or compensation of employees based on receipts at the standing achieved on the basis of receipts in calendar year 1957.

In order to take into account changes in postal rates which have occurred or will occur after May 27, 1958, and to simplify financial and pay administration, the gross postal receipts amounts specified in title 39, United States Code have been expressed in section 104 in terms of revenue units derived by dividing these amounts by the revenue per 1,000 pieces of mail and service transactions in fiscal year 1958. Thus, to determine the current equivalent of any class or receipts category specified in law, the revenue value per 1,000 pieces of mail and special service transactions for the current year will be multiplied by the factor given. This method will permit crediting of 100 percent of postal revenue (including money order fees) in all offices for all purposes.

The Postmaster General annually will derive the revenue index, convert the revenue units specified in the bill into dollar figures, and publish the resulting calculations. From this publication each postmaster can readily see the basis for the determination of his standing by matching his office revenue against those listed in the publication. This matching would be a direct one not requiring preliminary calculations by the postmaster.

Section 105 amends section 702 of title 39 of the United States Code, which provides that at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of gross annual receipts for the preceding calendar year.

Subsection (a) of section 105 establishes a new measure to determine the class of a post office in terms of revenue units as follows:

A first-class office shall have 950 units.

A second-class office shall have 190 but fewer than 950 units.

A third-class office shall have 36 but fewer than 190.

A fourth-class office shall have fewer than 36 units.

Subsection (b), a new subsection for section 702 of title 39, restates the current provisions of law to provide for continued exclusion of outside sales from the revenue credited to individual post offices. Current provisions of law are found in section 711(b) of title 39, United States Code. This provision is repealed by section 115 of H.R. 11049.

Subsection (c), a new subsection for section 702(b) of title 39, restates in modified form to include revenue units the current provisions of 3544(c) of title 39, United States Code, pertaining to the advancement of post offices of the fourth class for unusual conditions. Such advancement under section 105 will be based on the Postmaster General's estimate of the number of revenue units which the office will have during the next 12 months. Section 3544 is amended by the substitution of new language by section 111 of H.R. 11049.

In addition to providing for the inclusion of revenue units in current statutes having to do with the classes of post offices, section 105



would have the effect of shifting accounting dates to the end of the fiscal year. Present law makes necessary several extra accounting operations needed to satisfy the calendar-year requirement with regard to determination of classes of offices. The Department advises that the elimination of the extra operations will result in substantial administrative savings. Salary changes following the annual review will become effective, under section 3501(c) of title 39, United States Code, as amended by section 108 of H.R. 11049, as of the beginning of the pay period following January 1, instead of July 1, as at present.

Sections 106 and 107 make technical changes in the law to eliminate references to classes of offices.

Section 108(a) amends section 3501 of title 39, United States Code, relating to the authority of the Postmaster General to rank positions, by adding a new subsection (c) to such section 3501. The new subsection (c) will require the Postmaster General to determine and, effective at the beginning of the first pay period in each calendar year, adjust the ranking of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking. The Postmaster General will use the revenue units of the preceding fiscal year and the class in which the post office will be placed at the beginning of the next fiscal year. Also, he may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions.

Subsection (b) of section 108 contains a series of amendments, pertaining to key positions described in chapter 45 of title 39, United States Code. In general, these changes are of two kinds: (1) striking references to class of post office; and (2) substituting number of revenue units for gross receipts. However, in subsection (b)(10) a substitute description of the basic function in key position 33 is provided to reflect an office having normal receipts-service relationship instead of the currently described office which has abnormally high receipts. Some modification is also made in the revenue factors in key position 47 and key position 48, subsections (b) (21) and (b) (22), respectively, to provide a more regular progression from lower level postmaster positions.

Section 109 contains the postal field service schedule replacing the current PFS schedule II (39 U.S.C. 3542(a)). The new schedule provides an average 5.6-percent increase in postal salaries, ranging from 3.0 percent in level 7 to 20.5 percent in level 20.

Section 110 contains the rural carrier schedule (RCS), developed on the comparability principle, which will replace rural carrier Schedule II currently in subsection (a) of section 3543 of title 39, United States Code. Linkage of pay for the 42-mile route with PFS-4 pay is continued.

Section 111(a) provides a new schedule of salary of postmasters at fourth-class post offices. This schedule, based on the new revenue unit concept, would provide increases ranging from 10 percent in the highest group of fourth-class offices to 15 percent in the lower fourth-class office levels. Postmasters at fourth-class offices of the lowest two levels will receive increases substantially in excess of 15 percent of their present salary. This group is among the lowest paid of Federal employees and has the greatest need for substantial salary increases.

Section 111 (b) through (g) provide the necessary language to properly compensate postmasters at fourth-class offices under the revenue unit concept; to permit the Postmaster General to advance fourth-class offices to higher categories; to compensate persons serving in place of postmasters at fourth-class offices; to provide additional compensation to postmasters at fourth-class offices for unusual conditions; to provide for compensation to postmasters at seasonal fourth-class offices; to provide for the relegation of third-class offices to the fourth-class under certain conditions.

Section 111(h) provides for an allowance of 15 percent basic compensation for quarters, fixtures, and equipment.

Section 112(a) amends section 6007 of title 39, United States Code, to give the Postmaster General authority to fix fees for making delivery of special-delivery mail when delivered by persons other than special delivery messengers at first-class post offices.

In first-class post offices, special-delivery mail is delivered by letter carriers or special-delivery messengers. They receive no fee for delivering this mail since they are either on an hourly or annual pay schedule. The pay they receive is unrelated to the fee on the letter or the number of pieces they deliver.

In second-, third-, and fourth-class offices the Department has been authorized to pay persons who deliver specials an amount specified by law, presently 9 cents for first-class letters. That law has not been changed since March 2, 1931. Because the 9-cent fee is no longer realistic, delivery service of special-delivery mail in small offices has not been as good as patrons expect. In actual practice, the letter is delivered by the rural carrier if it is on his route, the Postmaster telephones the addressee and asks that he come to the office, or the Postmaster delivers the letter himself. Section 112(a) would permit the Postmaster General to declare what the fee might be at any given period of time, provided the fee does not exceed the postal rate for special delivery.

Section 112(b) makes a conforming change in section 2009 of title 39, United States Code, pertaining to authority to enter into contracts for the performance of special-delivery service.

Section 113 amends section 3560 of title 39, United States Code, relating to salary protection, to conform to the changes made by the bill with respect to postmasters of fourth-class post offices.

Section 114(a) extends to all levels of the postal field service schedule annual step increases through the first 7 steps. Under present law postal employees in levels 1 through 6 receive annual step increases through step 7. Employees above level 6 receive annual step increases through step 5.

Section 114(b) adjusts the pay of senior employees, in certain limited situations, who because of the extra step given some postal employees under the 1962 act are not paid as much as junior employees. This section authorizes the Postmaster General to grant step increases to senior employees in PFF-9 and below who were promoted after July 9, 1960, and before October 13, 1962, and who are in a step below a junior employee in similar positions, titles, and levels in the same post office.

Section 115(a) repeals section 711 of title 39, United States Code, relating to the method of determining gross receipts of post offices. Such provisions as are still applicable are continued in section 702(b) of title 39, United States Code, as amended by section 105 of the bill.



Section 115(b) makes a conforming amendment in the table of contents of chapter 7 of title 39, United States Code.

Section 116 provides conversion rules for the postal field service schedule.

Section 117(a) amends the law in regard to the Department of Medicine and Surgery in the Veterans' Administration. In regard to personnel in the Department, section 117(a)(4) requires that the medical directors shall be qualified doctors of medicine, appointed by the Administrator of Veterans' Affairs upon recommendation by the Chief Medical Director. This provision is in accord with standard practice, but has never previously been required by law.

Section 117(a) also removes salary specifications for the Chief and Deputy Chief Medical Directors. These positions are transferred from a specific salary to the Executive Salary Schedule. The Chief Medical Director is placed in level III of the schedule by section 303(c) of H.R. 11049. The Deputy Chief Medical Director is placed in level IV by sec. 303(e).

Section 117(b) perfects the table of contents of title 38.

Section 117(c) reenacts, temporarily, the language permitting the appointment of a Chief Medical Director without regard to the Dual Office Act of 1894, which prohibits the employment of a commissioned officer retired for length of service. Pending passage of the Dual Compensation Act (H.R. 7381, pending on the Senate Calendar). This language is necessary to retain the services of the Chief Medical Director, Maj. Gen. J. H. McNinch, USA (retired).

Section 118 amends 38 U.S.C. 4107 to establish a new pay scale for the Department of Medicine and Surgery of the Veterans' Administration. The new rates are in accord with comparable rates of the Classification Act.

Section 119 establishes new pay scales for Foreign Service Officers, staff officers, and employees.

Career ambassadors will be compensated at level IV of the Executive Salary Schedule, and career ministers will be compensated at level V of the Executive Salary Schedule. Career ambassadors are presently paid \$20,000 a year, and career ministers are presently paid \$19,800.

Section 119 amends the salary schedule for Foreign Service officers to provide one additional step for class 1, making the grade equal to GS-18.

Section 120 provides new rates for Foreign Service staff officers and employees. A new 10th step has been added in levels I through IV, thus placing all staff officers on a uniform basis for receiving within-grade increases.

Section 121 provides necessary conversion rules for Foreign Service officers, staff officers, and employees.

Section 122 provides salary increases for county ASC employees in line with salary increases granted Federal employees under the General Schedule.

Section 123 amends section 504 of the Salary Reform Act of 1962 to authorize the President or his designee to establish salary conversion rules for these employees. This is the exception referred to in section 102(b) of title I. Without this language, the Civil Service Commission believes these employees would, under normal conversion rules, receive benefits which were not intended when "504" schedules were established.

Section 124 increases the amount of funds available for compensating staff employees of former Presidents of the United States from the present \$50,000 to \$65,000.

Section 125 provides that Federal agencies shall absorb 10 percent of the cost of this act, but shall not dismiss employees in order to achieve this objective. The absorption would be accomplished through attrition.

Section 201 names the title "Federal Legislative Salary Act of 1964."

Section 202 provides for graduated increases in the compensation of employees of Members of Congress and congressional committees, as well as certain Officers of the House of Representatives and Senate.

Section 202(a) provides for a minimum increase of 5 percent for any employee, and generally increases each employee's salary by  $3\frac{1}{2}$  percent of gross salary, plus 1 percent of gross salary for each multiple (or fraction thereof) of \$500 of basic salary. Thus, an employee earning a basic salary of \$3,720 per annum (\$8,816 gross), would receive an increase of  $3\frac{1}{2}$  percent, plus 8 percent, because there are eight multiples of \$500 basic in a basic salary of \$3,720 (counting the fraction over \$3,500 as an additional multiple). The total increase would be  $11\frac{1}{2}$  percent, thus producing a new gross rate of \$9,830.

Section 202(b) provides for similar graduated increases in the gross compensation of officers of the House who do not have a basic rate of compensation. The increases would compare to the increases granted those employees who do have a basic rate of compensation by projecting the basic compensation schedule upward to the level which would produce a gross rate of compensation comparable to the salary presently received by the officers of the House.

Section 202(c) removes the limitation on the compensation of employees of the folding room in the House by increasing the amount authorized for payment of folding room employees by 7 percent. This provision does not automatically increase these employees' compensation, but does authorize such increases by administrative action.

Section 202(d) provides that increases in salary under this section shall be subject to deductions for civil service retirement benefits. This provision is included because of the designation of "basic" and "gross" compensation for legislative employees, which could be misinterpreted by the Civil Service Commission in making such deductions for retirement.

Section 202(e) authorizes a new maximum rate of basic compensation by amending the Reorganization Act of 1946 to eliminate the maximum rate of \$8,880 per annum, and creating a new rate which will produce a maximum gross rate not to exceed the maximum rate of the General Schedule (\$24,500 under this act). This would apply only to professional staff members and clerical staff members of standing committees of the House of Representatives.

Section 202(f) amends the Standing Rules of the House of Representatives to comply with the provisions of 202(e), but expressly stipulates that such changes are within the rulemaking power of the House, and can be changed in the future by the House.

Section 202(g) contains the usual authority reserving to individual Senators the authority to determine whether increases provided by the bill shall apply to members of their own staff.



Section 202(h) relates to employees of the Senate whose compensation has been fixed by law at gross rates. These increases relate to the increases granted in section 202(a).

Section 202(i) increases the gross compensation limitation for Senate employees from \$18,884 to \$22,945.

Section 202(j) increases the limitation on the gross rate per hour for employees of the Senate folding room.

Section 202(k) establishes a gross rate of compensation for the postmaster and assistant postmaster of the Senate at \$18,420 and \$14,570. The section specifies that the provisions for longevity increases contained in the Legislative Branch Appropriation Act of 1963 shall not hereafter apply to these employees.

Section 203 provides for increases in the salaries of certain officers of the Legislative Branch of the Government.

Section 203(a) increases the salary of the Comptroller General of the United States from \$22,500 to \$30,000.

Section 203(b) increases the salary of the Assistant Comptroller General from \$20,500 to \$28,000.

Section 203(c) increases the salaries of the Librarian of Congress, the General Counsel of the General Accounting Office, and the Public Printer from \$20,000 to \$26,000, and of the Architect of the Capitol from \$20,700 to \$26,000.

Section 203(d) increases the salaries of the Deputy Librarian of Congress and the Deputy Public Printer from \$18,500 to \$24,500, and of the Assistant Architect of the Capitol from \$19,000 to \$24,500.

Section 203(e) increases the salary of the Second Assistant Architect of the Capitol from \$17,500 to \$22,500.

Section 203(f) increases the salary of the Chaplain of the House of Representatives from \$9,422 to \$12,500.

Section 203(g) increases the salary of the Secretary of the Senate, Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate to \$27,500.

Section 203(h) increases the salary of the Chaplain of the Senate to \$15,000.

Section 204 increases the salaries of Members of Congress and the Resident Commissioner from Puerto Rico from \$22,500 to \$30,000, and of the Speaker of the House of Representatives from \$35,000 to \$43,000.

Section 205 limits the increase in the salary of any congressional employee or officer, subject to sections 202(a) and 202(b), to not more than the increase granted a GS-18 (\$4,500).

Section 301 names the title of the bill "Federal Executive Salary Act of 1964."

Section 302 establishes a five-level salary scale.

Section 303(a) enumerates the positions for level I, to include only members of the Cabinet.

Section 303(b) enumerates 19 positions for level II.

Section 303(c) enumerates 40 positions for level III.

Section 303(d) enumerates 71 positions for level IV.

Section 303(e) enumerates 97 positions for level V.

Section 303(f) grants authority to the President to place 20 other officers in levels IV and V. This authority will enable the President to elevate or lower positions the salary for which is not fixed by statute, according to executive needs.

Section 304(a) increases the salary of the Vice President from \$35,000 to \$43,000.

Section 304(b) authorizes the President to pay 14 White House staff members, including 6 administrative assistants and 8 other assistants or secretaries, plus the Executive Secretary of the National Security Council and the Executive Secretary of the National Aeronautics and Space Council, compensation not greater than level II of the Executive Salary Act (\$30,000 in this bill).

Section 305 repeals all statutes heretofore establishing salaries for executive employees of the Government.

Section 306(a)(1) provides for the establishment of salaries by the Attorney General for U.S. attorneys and assistant U.S. attorneys at a rate not higher than the rate paid GS-18.

Section 306(a)(2) provides that incumbent U.S. attorneys and assistant U.S. attorneys shall be paid at levels comparable to other Government attorneys of equal qualification and responsibility. The Attorney General shall determine "qualification and responsibility."

Section 306(b) amends the Foreign Service Act to increase the salaries of chiefs of missions.

|                                   | Present salary | New salary |
|-----------------------------------|----------------|------------|
| Position:                         |                |            |
| Chiefs of mission, class I.....   | \$27,500       | \$30,000   |
| Chiefs of mission, class II.....  | 25,000         | 28,500     |
| Chiefs of mission, class III..... | 22,500         | 27,000     |
| Chiefs of mission, class IV.....  | 20,000         | 26,000     |

Section 306(c) corrects the omission of the 1962 Pay Act in regard to seven employees of the National Aeronautics and Space Council who did not receive an increase in that act. This section increases the maximum rate for their salary to GS-18 (\$24,500).

Section 306(d) amends the National Aeronautics and Space Act of 1958, which gives the Administrator authority to appoint 425 employees to scientific, engineering, and personnel positions, without regard to the Classification Act, at the grade 18 level. This amendment removes the Administrator's authority to place 30 of such persons at a salary rate of \$21,000.

Section 306(e) amends the Advisory Commission on Intergovernmental Relations Act of 1959 to increase the maximum compensation from \$20,000 to the rate of GS-18 (\$24,500).

Section 306(f) provides for conforming changes in existing law in regard to employees and officers of the Atomic Energy Commission whose salary is now fixed by statute.

Section 306(g) amends the United Nations Organization Act of 1946 to eliminate the salary of \$15,000 per annum for representatives and alternates at UNESCO, and to provide authority for the President to establish salaries for these persons at rates within the rates paid Foreign Service officers (not to exceed \$24,500 under this act).

Section 306(h) authorizes the President to assign employees of the National Security Agency to positions among the 20 positions provided in section 303(f), but precludes other NSA employees from exceeding the salary rates of the Classification Act.

Section 306(i)(1) increases the salaries of officers of the District of Columbia government.



Section 307 changes the position titles of six Administrative Assistant Secretaries to new titles more accurately describing the functions of the positions.

Section 308 prohibits any employee whose salary can be fixed by administrative action from receiving more than a GS-18. Excluded from this limitation are the Central Intelligence Agency, the Tennessee Valley Authority, the Federal Deposit Insurance Corporation, the Comptroller of the Currency, and the Federal Reserve Board.

Under Section 309, positions previously in the Executive Salary Act of 1956 or other statutes, which are affected by the repealing provisions of this act, but which are not placed in an executive salary level by this act or by subsequent action by the President, shall be assigned to appropriate salary levels in the General Schedule.

Section 401 names this title the "Federal Judicial Salary Act of 1964."

Section 402(a) increases salaries of officers and employees in judicial branch by an amount similar to that given to employees under the General Schedule.

Section 402(b) provides similar increases to secretaries and law clerks of circuit and district judges.

Section 402(c) provides similar increases for court reporters for the district courts.

Section 402(d) increases salaries of full-time and part-time referees in bankruptcy from \$15,000 and \$7,500 to \$22,500 and \$11,000.

Section 403(a) increases salaries of Justices of the Supreme Court by \$7,500 per annum.

Section 403(b) increases the salaries of judges of the courts of appeals by \$7,500.

Section 403(c) increases district judges' salaries by \$7,500.

Section 403(d) increases salaries of judges of the Court of Claims salaries by \$7,500.

Section 403(e) increases salaries of judges of the Court of Customs and Patent Appeals by \$7,500.

Section 403(f) increases salaries of judges of the Customs Court by \$7,500.

Section 403(g) increases salaries of Director and Deputy Director of the Administrative Office of the U.S. Courts from \$20,000 to \$27,000 and \$26,000 respectively.

Section 403(h) increases salaries of the commissioners of the Court of Claims from \$19,000 to \$26,000.

Section 403(i) increases salaries of judges of the Tax Court of the United States from \$22,500 to \$30,000.

Section 403(j) increases salary of judges of the Court of Military Appeals from \$25,500 to \$33,000.

Section 501 provides that except for Members of Congress and the officers and employees of the House of Representatives and the Senate whose salaries would under this act exceed \$22,000 per annum, the effective date of the salary increases provided in this act shall be July 1, 1964.

## AGENCY VIEWS

Following is a letter from Hon. Elmer B. Staats, Deputy Director of the Bureau of the Budget, with regard to the absorption-of-cost provision of H.R. 11049:

EXECUTIVE OFFICE OF THE PRESIDENT,  
BUREAU OF THE BUDGET,  
*Washington, D.C., June 8, 1964.*

HON. OLIN D. JOHNSTON,  
*Chairman, Committee on Post Office and Civil Service, U.S. Senate,  
Washington, D.C.*

DEAR MR. CHAIRMAN: In applying its policy of having the executive agencies absorb as much of the cost of each pay raise as possible, the Bureau of the Budget has never required uniform, across-the-board absorption percentages. Instead, the operations of each agency were examined separately. Workload requirements and adequate standards of service were taken into account and allowed for. Savings and absorption rates were greatest in those cases where they were justified by management improvements and increased employee productivity; changed conditions, such as lower workload requirements than had been envisaged; and unforeseen economies, savings, or slippages in the execution of certain activities.

As a result of this flexible and case-by-case application, absorption rates have varied considerably by agency. In the fiscal year 1961, for example, the U.S. Information Agency absorbed none of its pay raise costs of \$2.8 million, while the National Aeronautics and Space Administration absorbed 100 percent of its \$6.3 million of pay raise costs; similarly, in 1961 the Post Office Department absorbed only \$125,000 out of a total pay act cost of \$242 million, or about one-twentieth of 1 percent, while the General Services Administration absorbed the entire amount of its \$6.1 million cost.

Absorption of pay act costs in the fiscal year 1963 showed the same wide range by agency of absorption rates. On the low side, for example, the Department of Justice could absorb only \$471,000 out of added pay raise costs of \$11.2 million, or about 4 percent, the Treasury Department, \$2.2 million out of \$24.7 million, or 9 percent, and the National Labor Relations Board, none of its \$820,000 cost. On the high side were, again, the National Aeronautics and Space Administration absorbing all of its \$9.4 million of pay act costs, the Housing and Home Finance Agency which absorbed \$4 million, or 83 percent, of its \$4.8 million pay raise costs, and the Department of Health, Education, and Welfare, which absorbed \$12.9 million, or 82 percent, of its added cost of \$15.8 million.

Sincerely,

ELMER B. STAATS, *Deputy Director.*



## CHANGES IN EXISTING LAW MADE BY THE BILL, AS REPORTED

In compliance with subsection 4 of rule XXIX of the Standing Rules of the Senate, changes in existing law made by the bill, as reported, are shown as follows (existing law proposed to be omitted is enclosed in black brackets, new matter is printed in italic, existing law in which no change is proposed is shown in roman):

## FEDERAL SALARY REFORM ACT OF 1962

\* \* \* \* \*

SEC. 504. (a) Whenever the President shall find that the salary rates in private enterprise for one or more occupations in one or more areas or locations are so substantially above the salary rates of statutory pay schedules as to handicap significantly the Government's recruitment or retention of well-qualified persons in positions compensated under (1) section 603(b) of the Classification Act of 1949, as amended (5 U.S.C. 1113(b)), (2) the provisions of part III of title 39, United States Code, relating to personnel in the postal field service, (3) the pay scales for physicians, dentists, and nurses in the Department of Medicine and Surgery of the Veterans' Administration under chapter 73 of title 38, United States Code, or (4) sections 412 and 415 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867 and 870), he may establish for such areas or locations higher minimum rates of basic compensation for one or more grades or levels, occupational groups, series, classes, or subdivisions thereof, and may make corresponding increases in all step rates of the salary range for each such grade or level: *Provided*, That in no case shall any minimum salary rate so established exceed the seventh salary rate prescribed by law for the grade or level. The President may authorize the exercise of the authority conferred upon him by this section by the Civil Service Commission or, in the case of employees not subject to the civil service laws and regulations, by such other agency or agencies as he may designate.

(b) Within the limitations specified in subsection (a), rates of basic compensation established under such subsection may be revised from time to time by the President or by such agency or agencies as he may designate. Such actions or revisions shall have the force and effect of law.

(c) Any increase in rate of basic compensation established under this section shall not be regarded as an "equivalent increase" in compensation within the meaning of section 701(a) of the Classification Act of 1949, as amended, and section 3552 of title 39 of the United States Code.

(d) *The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate.*

## CLASSIFICATION ACT OF 1949

\* \* \* \* \*

## TITLE V—AUTHORITY AND PROCEDURE

\* \* \* \* \*

SEC. 505. (a) \* \* \*

(b) Subject to subsections (c), (d), (e), (f), (g), and (j) of this section, a majority of the Civil Service Commissioners are authorized to establish and, from time to time, revise the maximum numbers of positions (not to exceed an aggregate of twenty-four hundred, in addition to (i) any professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine [which may be placed in such grades], and positions placed under this Act pursuant to section 309 of the Federal Executive Salary Act of 1964, which may be placed in such grades, and (ii) two hundred and forty examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) which may be placed in grade 16 and nine such positions which may be placed in grade 17) which may be in grades 16, 17, and 18 of the General Schedule at any one time, except that under such authority—

(1) not to exceed 25 per centum of such aggregate number may be placed in grade 17 and not to exceed 12 per centum of such aggregate number may be placed in grade 18;

(2) fifty of such positions shall be available only for allocation, with the approval of the President, for agencies or functions created after the date of enactment of this subparagraph;

(3) fourteen of such positions shall be available only for allocation to the United States Arms Control and Disarmament Agency;

(4) six of such positions shall be available only for allocation to the Immigration and Naturalization Service of the Department of Justice; and

(5) Four of such positions shall be available only for allocation to the Federal Home Loan Bank Board.

\* \* \* \* \*





(b) *The compensation schedule for the General Schedule shall be as follows:*

| "Grade     | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1.....  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,505                     | 5,680   | 5,855   | 6,030   | 6,205   | 6,380   | 6,555   | 6,730   | 6,905   | 7,080   |
| GS-7.....  | 6,050                     | 6,240   | 6,430   | 6,620   | 6,810   | 7,000   | 7,190   | 7,380   | 7,570   | 7,760   |
| GS-8.....  | 6,630                     | 6,830   | 7,030   | 7,230   | 7,430   | 7,630   | 7,830   | 8,030   | 8,230   | 8,430   |
| GS-9.....  | 7,220                     | 7,430   | 7,640   | 7,850   | 8,060   | 8,270   | 8,480   | 8,690   | 8,900   | 9,110   |
| GS-10..... | 7,900                     | 8,120   | 8,340   | 8,560   | 8,780   | 9,000   | 9,220   | 9,440   | 9,660   | 9,880   |
| GS-11..... | 8,650                     | 8,880   | 9,110   | 9,340   | 9,570   | 9,800   | 10,030  | 10,260  | 10,490  | 10,720  |
| GS-12..... | 10,250                    | 10,490  | 10,730  | 10,970  | 11,210  | 11,450  | 11,690  | 11,930  | 12,170  | 12,410  |
| GS-13..... | 12,075                    | 12,320  | 12,565  | 12,810  | 13,055  | 13,300  | 13,545  | 13,790  | 14,035  | 14,280  |
| GS-14..... | 14,170                    | 14,420  | 14,670  | 14,920  | 15,170  | 15,420  | 15,670  | 15,920  | 16,170  | 16,420  |
| GS-15..... | 16,460                    | 16,720  | 16,980  | 17,240  | 17,500  | 17,760  | 18,020  | 18,280  | 18,540  | 18,800  |
| GS-16..... | 18,935                    | 19,200  | 19,465  | 19,730  | 20,000  | 20,265  | 20,530  | 20,795  | 21,060  | 21,325  |
| GS-17..... | 21,445                    | 21,715  | 21,985  | 22,255  | 22,525  | 22,795  | 23,065  | 23,335  | 23,605  | 23,875  |
| GS-18..... | 24,500                    | 24,770  | 25,040  | 25,310  | 25,580  | 25,850  | 26,120  | 26,390  | 26,660  | 26,930  |

\* \* \* \* \*

## TITLE VIII—GENERAL COMPENSATION RULES

SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, *except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may, with the approval of the Commission in each specific case, appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose.*

\* \* \* \* \*

## SECTION 604(d)(3) OF THE FEDERAL EMPLOYEES PAY ACT OF 1945, AS AMENDED (5 U.S.C. 944(c)(3))

[(3) All rates shall be computed in full cents, counting a fraction of a cent as the next higher cent.]

(3) *All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.*



## TITLE 39, UNITED STATES CODE

## CHAPTER 1—DEFINITIONS AND APPLICATION

Sec.

1. Definitions.
2. Application.

## § 1. Definitions

As used in this title—

“Department” means the Post Office Department, continued by section 301 of this title, and the postal field service of the Post Office Department;

“postal field service” or “field postal service” includes all operations and organization units of the Department, other than the departmental operations and organization units in the headquarters offices of the Department at the seat of the Government, and includes postal inspectors assigned to the headquarters offices of the Department at the seat of the Government;

“departmental service” means the administrative headquarters of the Department and its branches as distinguished from the postal field service;

“revenue of the Department” means all funds of the United States, other than trust funds, received by the Department from any source in the exercise of any power or function vested in it, including, but not limited to—

(i) unclaimed money in dead letters for which an owner cannot be found;

(ii) unclaimed money taken from the mail by robbery, theft, or otherwise, which may come into the hands of an agent or employee of the United States or any other person;

(iii) fines, penalties, and forfeitures, imposed for a violation of the postal laws, except such part as may by law belong to the informer or party prosecuting for the same;

(iv) money derived from the sale of wastepaper or other public property of the Department;

(v) commissions on toll telephones located in buildings under the custody of the Department;

(vi) amounts collected from officers and employees of the Department on account of payments to them by courts of witness fees and allowances for expenses of travel and subsistence in cases in which they have been subpoenaed to testify in private litigation in their official capacities or to produce official records;

(vii) money recovered or collected on account of loss of first-class domestic registered matter which is not restored to the original [owners.] owners;

“revenue unit” means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title.

\* \* \* \* \*

## CHAPTER 3—ORGANIZATION

Sec.

- 301. Post Office Department.
- 302. Postmaster General.
- 303. Seal.
- 304. Deputy Postmaster General.
- 305. Assistant Postmasters General.
- 306. Advisory board.
- 307. General Counsel.
- [308. Chief Postal Inspector.]
- 308.a Judicial Officer.
- 309. Delegation of authority.

\* \* \* \* \*

**[§ 308. Chief Postal Inspector**

**[The annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department is \$19,000.]**

\* \* \* \* \*

## CHAPTER 7—POST OFFICES

Sec.

- 701. Establishment and discontinuance of post offices.
- 702. Classes of post offices.
- 703. Distributing offices; clerk hire.
- 704. Reimbursement for equipment on discontinuance of office.
- 705. Branch post offices and stations.
- 706. Postal agencies in other countries.
- 707. Hours of service.
- 708. Box rents to be prepaid.
- 709. Arrival and departure of mail.
- 710. Making up mail.
- [711. Method of determining gross receipts.]
- 712. Armed Forces postal clerks.

\* \* \* \* \*

**[§ 702. Classes of post offices**

**[At the beginning of each fiscal year, the Postmaster General shall divide post offices into four classes on the basis of gross annual postal receipts for the preceding calendar year. He shall place in the first class those post offices at which those receipts are \$40,000 or more. He shall place in the second class those post offices at which those receipts are \$8,000 or more, but less than \$40,000. He shall place in the third class those post offices at which those receipts are \$1,500 or more, but less than \$8,000. He shall place in the fourth class those offices at which those receipts for each of two consecutive calendar years are less than \$1,500, or where in any calendar year those receipts are less than \$1,400.]**

**§ 702. Classes of post offices**

*(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but less than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but less than 190 revenue units. He shall place in the fourth class those post offices having less than 36 revenue units.*



(b) *The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—*

(1) *setting meters for patrons beyond the area served by the office unless authorized by the Department;*

(2) *stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and*

(3) *stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.*

(c) *Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section.*

\*                      \*                      \*                      \*                      \*                      \*

#### **§ 704. Reimbursement for equipment on discontinuance of office**

The Postmaster General shall reimburse, on a fair and equitable basis, the postmaster of any discontinued post office [of the first, second or third class] *(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)* for equipment and fixtures that were—

(1) *furnished by the postmaster;*

(2) *necessary to the efficient operation of the post office; and*

(3) *in use in the post office at the time of discontinuance.*

\*                      \*                      \*                      \*                      \*                      \*

#### **§ 711. Method of determining gross receipts**

[(a) In determining gross receipts at post offices of the fourth class, the Postmaster General shall allow credit only for the postage collected in addition to the regular rate on business reply cards and letters in business reply envelopes delivered at those offices.

[(b) The gross receipts do not include money received for—

[(1) setting meters for patrons beyond the area served by his office unless authorized by the Department;

[(2) stamps, stamped envelopes and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

[(3) stamps, stamped envelopes and postal cards sold for mailing matter diverted from other offices, and mailings of matter so diverted without stamps affixed.

[(c) The part of the gross postal receipts of a post office, that are determined in accordance with estimates of the Postmaster General to be attributable to the increases in postage rates provided by any Act of Congress enacted on or after May 27, 1958, may not be counted for the purpose of determining the classes of the respective post offices and the compensation and allowances of postmasters and other employees whose compensation or allowances are based on the annual gross receipts of such post offices. This section does not operate to relegate a post office to a class or receipts category below the class or receipts category to which it may be assigned on the basis of gross

postal receipts accruing during the last complete calendar year prior to May 27, 1958, or, in the case of a post office which was in existence on that date but which was not in existence during the whole of that calendar year, on the basis of gross postal receipts accruing during the last quarter prior to May 27, 1958.】

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CHAPTER 21—CONTRACTS

\* \* \* \* \*

§ 2009. Contracts for delivery of special delivery mail

The Postmaster General, when he deems it expedient, may contract for the immediate delivery of all special delivery mail from any post office at any price less than [eight cents per piece] *the fees established pursuant to section 6007 (a) of this title.*

\* \* \* \* \*

CHAPTER 23—PROPERTY

\* \* \* \* \*

§ 2102. Leases

(a) Notwithstanding any other provision of law the Postmaster General may lease, on such terms as he deems appropriate, real property necessary in the conduct of the affairs of the Department.

(b) The term of a lease may not exceed twenty years when made for quarters—

【(1) for post offices of the first, second and third classes;】

(1) *for post offices at which the postmaster does not furnish quarters on an allowance basis;*

(2) for terminal railway post offices; and

(3) at public airports.

\* \* \* \* \*

CHAPTER 45—COMPENSATION IN THE POSTAL FIELD SERVICE

POSITIONS

Sec.

- 3501. Ranking of positions.
- 3502. Appeals to Civil Service Commission.
- 3511. Key positions.
- 3512. Positions in salary level 1.
- 3513. Positions in salary level 2.
- 3514. Positions in salary level 3.
- 3515. Positions in salary level 4.
- 3516. Positions in salary level 5.
- 3517. Positions in salary level 6.
- 3518. Positions in salary level 7.
- 3519. Positions in salary level 8.
- 3520. Positions in salary level 9.
- 3521. Positions in salary level 10.
- 3522. Positions in salary level 11.
- 3523. Positions in salary level 12.
- 3524. Positions in salary level 13.
- 3525. Positions in salary level 14.
- 3526. Positions in salary level 15.
- 3527. Positions in salary level 16.
- 3528. Positions in salary level 17.
- 3529. Positions in salary level 18.
- 3530. Positions in salary level 19.
- 3531. Positions in salary level 20.



COMPENSATION AND ALLOWANCES

- 3541. Pay periods and computation of rates.
- 3542. Postal Field Service Schedule.
- 3543. Rural Carrier Schedule.
- 3544. Fourth Class Office Schedule.

SALARY STEPS AND PROMOTIONS

- 3551. Appointments to positions in the postal field service.
- 3552. Automatic advancement by step-increases.
- 3553. Creditable service for advancement.
- 3554. Compensation of certain temporary employees.
- 3555. Reduction in salary step.
- 3556. Automatic advancement withheld.
- 3557. Automatic advancement of substitute employee deferred.
- 3559. Promotions.
- 3560. Salary protection.

HOURS OF WORK AND OVERTIME

- 3571. Maximum hours of work.
- 3572. Minimum hours of work for hourly rate employees.
- 3573. Compensatory time, overtime, and holidays.
- 3574. Night work.
- 3575. Exemptions.
- 3576. Holiday service of rural carriers and employees assigned to road duty.
- 3577. *Postmasters.*

SPECIAL PROVISIONS FOR POSTAL TRANSPORTATION AND MOTOR VEHICLE SERVICES

- 3581. Road duty employees.
- 3582. Time credit for delay to trains and highway post offices.

POSITIONS

**§ 3501. Ranking of positions**

(a) The Postmaster General shall define the various positions other than the key positions specified in sections 3511–3531 of this title and the standard positions of postmaster in a fourth class office and rural carrier. He shall assign each position to its appropriate salary level in the Postal Field Service Schedule. He shall ascertain the appropriate salary level of a position (1) by comparing the duties, responsibilities, and work requirements of the position with those of key positions described in sections 3511–3531 of this title, and (2) by ranking the position in relation to the key position most closely comparable in terms of the level of duties, responsibilities, and work requirements.

(b) In ranking positions, the Postmaster General shall apply the principle of equal pay for substantially equal work and give effect to substantial differences in difficulty of the work to be performed, in the degree of responsibility to be exercised, in the scope and variety of tasks involved, and in the conditions of performance.

(c) *The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions.*

(d) The Postmaster General's determinations under this section is the basis for the payment of compensation and for personnel transactions.

\* \* \* \* \*

### § 3513. Positions in salary level 2

\* \* \* \* \*

(c) **[Clerk. Third class post office. (KP-4)] Post office clerk. (KP-4)**

(1) Basic function.—Sorts incoming and dispatches outgoing mail for a small number of points of separation and destination; provides a limited number of services at public windows. *This office has less than 190 revenue units annually.*

(2) Duties and responsibilities.—

(A) Sorts incoming mail for general delivery, lock boxes, and one or more delivery routes.

(B) Postmarks and prepares mail for dispatch by train or other mail route; closes, locks, and affixes labels to pouches and mail sacks.

(C) Performs services at a public window, such as selling stamps, stamped envelopes, or other routine functions.

(D) As the needs of the service require, may perform other related duties incidental to the operation of the post office.

(3) Organizational relationships.—Reports to a postmaster.

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### § 3516. Positions in salary level 5

\* \* \* \* \*

(e) **Postmaster[, small third class office]. (KP-18)**

(1) Basic function.—Is responsible for all operations of a small **[third class]** post office, including actual performance of mail processing and window service, disbursement of funds and preparation of required reports. This office has no employees other than the postmaster and a replacement to serve during his leave; has **[annual receipts of approximately \$1,700]** *approximately 40 revenue units annually*; has no rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Conducts the activities of the office in such manner as to provide prompt and efficient postal service to the patrons of the office.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail.

(D) At a window delivers general delivery mail, issues and cashes money orders, delivers c.o.d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(E) Prepares and submits estimates of operating allowances as required.

(F) Makes deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills.

(G) Maintains required office records; prepares and submits necessary reports in accordance with instructions.



(H) Maintains files for the office.

(3) Organizational relationship.—Administratively responsible to a district manager.

### § 3517. Positions in salary level 6

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#### (b) Postmaster[, third class office]. (KP-20)

(1) Basic function.—Is responsible for all operations of a [third class] post office, including actual performance of mail processing and window services, disbursement of funds and preparation of required reports. This office has one part time clerical employee; has [annual receipts of approximately \$4,700] *approximately 110 revenue units annually*; has no rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Supervises and conducts the activities of the office in order to provide prompt and efficient postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations.

(D) Sorts incoming mail for boxholders and general delivery; faces, cancels, sorts by destination, ties and sacks outgoing mail.

(E) At a window delivers general delivery mail, issues and cashes money orders, delivers c.o.d. and customs mail, accepts and delivers parcel post, registered and insured mail, sells stamps and stamped paper, and collects box rents.

(F) Makes required deposits of accountable funds; requisitions stamps and stamped paper; requisitions supplies; pays authorized bills and makes salary disbursements.

(G) Prepares and submits annual estimates of manpower needs and operating allowances as required.

(H) Maintains required office records; prepares and submits necessary reports in accordance with instructions.

(I) Maintains files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.

### § 3518. Positions in salary level 7

\* \* \* \* \*

#### (b) Postmaster[, third class office]. (KP-22)

(1) Basic function.—Is responsible for all operations of a [third class] post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has two clerical employees and [annual receipts of approximately \$6,000] *approximately 140 revenue units annually*, and rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Supervises the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by the Department and Civil Service Regula-

tions; selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees and is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, boxholders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window services; issues and cashes money orders; delivers; c.o.d. and customs mail; accepts and delivers parcel post, registered and insured mail; sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.

#### § 3519. Positions in salary level 8

\* \* \* \* \*

(b) Assistant postmaster[, small first class post office]. (KP-24)

(1) Basic function.—Serves as the overall assistant to the postmaster, providing general direction and supervision over mails, finance, personnel, and other related activities. This office has approximately sixteen employees, [annual receipts of approximately \$63,000] *approximately 1,490 revenue units annually*, and eight carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.



(F) Gives assistance and direction to key subordinate employees in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, second class office]. (KP-25)**

(1) Basic function.—Is responsible for all operations of a [second class] post office, including actual participation in processing of mail and window services, disbursement of funds and preparation of required reports. This office has approximately six employees, [annual receipts of approximately \$16,000] *approximately 380 revenue units annually*, and has rural delivery service within its jurisdiction.

(2) Duties and responsibilities.—

(A) Supervises and coordinates the activities of the office in order to provide expeditious handling of the mails, and efficient and courteous postal service to patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations: selects personnel and trains them in their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees; is responsible for the administration of the Efficiency Appraisal System.

(E) Distributes incoming mail for carrier delivery, box-holders and general delivery; faces, cancels, distributes, ties and sacks outgoing mail; performs general delivery window service; issues and cashes money orders; delivers c.o.d. and customs mails; accepts and delivers parcel post, registered and insured mail, sells stamps, stamped paper, savings bonds, postal savings stamps and certificates, migratory and documentary stamps, and collects box rents.

(F) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies; issues checks for employees' salaries and other official disbursements.

(G) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(H) Prepares reports of a recurring nature, reflecting various transactions of the office, such as personnel salary summaries, retirement and withholding tax data, cost estimates, money order and bond summaries and schedules of disbursement.

(I) Maintains all files for the office.

(3) Organizational relationships.—Administratively responsible to a district manager.

§ 3520. Positions in salary level 9

\* \* \* \* \*

(b) Postmaster [ , small first class office]. (KP-27)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately sixteen employees, [annual receipts of approximately \$63,000] *approximately 1,490 revenue units annually*, and city delivery service consisting of eight carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of employees; arranges working schedules of employees; recommends promotions of employees and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local banks; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.

§ 3521. Positions in salary level 10

\* \* \* \* \*

(b) Postmaster [ , first class office]. (KP-29)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately twenty-seven employees, [annual receipts of \$129,000] *approximately*



3,060 revenue units annually, and eleven city delivery and rural carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees; and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.

§ 3522. Positions in salary level 11

\* \* \* \* \*

(b) Postmaster[, first class office]. (KP-31)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, personnel, and other related activities. This office has approximately fifty-three employees, [annual receipts of \$314,000] approximately 7,450 revenue units annually, six Government-owned vehicle units, no classified stations, and twenty-five city and rural delivery routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of mails and to provide courteous and efficient service to the patrons.

(B) Maintains direct contact with the public on administrative matters and gives personal attention to complaints.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regula-

tions; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Directs the activities of all employees; supervises arrangement of working schedules of employees; recommends promotions of employees; and is responsible for the proper administration of the Efficiency Appraisal System.

(E) Checks financial accountability of employees in accordance with existing instructions; makes daily deposits of accountable funds in local bank; obtains bids for proposed purchases; requisitions supplies.

(F) Prepares annual estimates of manpower needs and operating allowances for submission as required.

(G) Prepares numerous reports of a recurring nature, reflecting various transactions of the post office; submits postmaster's accounts with supporting vouchers and documents in accordance with existing instructions.

(H) Advertises for bids for various services, including contract stations, vehicular service, mail messenger service, and vehicular maintenance service, and submits bids, with recommendations, as required.

(I) Directs the maintenance of files for the office.

(J) May personally handle window transactions and perform work elsewhere in the office as the workload requires.

(3) Organizational relationships.—Administratively responsible to a district manager.

#### § 3523. Positions in salary level 12

\* \* \* \* \*

##### (b) Postmaster[, first class office]. (KP-33)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services. [This office has approximately seventy-two employees, annual receipts of \$797,000, six Government-owned vehicle units, no classified stations, and seventeen carrier routes within its jurisdiction.] *This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction.*

##### (2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required,



and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a district manager.

### § 3524. Positions in salary level 13

#### (b) Assistant postmaster[, first class office]. (KP-35)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. The office has approximately four hundred and fifty employees, [annual receipts of \$2,700,000] *approximately 64,000 revenue units annually*, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction by key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, first class office]. (KP-36)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including the direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one hundred and eighty employees, [annual receipts of \$1,000,000] *approximately 23,700 revenue units annually*, twenty-one Government-owned vehicle units, three classified stations, and sixty-five carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Organize the post office to insure expeditious handling of the mails and to provide efficient and courteous postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a district manager.

**§ 3525. Positions in salary level 14****(a) Assistant postmaster[, first class office]. (KP-37)**

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately one thousand and two hundred employees, [annual receipts of \$8,460,000] *approximately 200,000 revenue units annually*, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and dis-



ciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationship with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(b) Postmaster[, first class office]. (KP-38)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately four hundred and fifty employees, [annual receipts of \$2,700,000] *approximately 64,000 revenue units annually*, fifty Government-owned vehicle units, one classified station or branch, and one hundred and thirty carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the

post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

#### § 3526. Positions in salary level 15

##### (a) Assistant postmaster[, first class office]. (KP-39)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately three thousand two hundred employees, [annual receipts of \$16,900,000] *approximately 400,000 revenue units annually*, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with the employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

##### (b) Postmaster[, first class office]. (KP-40)

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office,



stations and branches. This office has approximately seven hundred employees, [annual receipts of \$4,470,000] *approximately 106,000 revenue units annually*, seventy-seven Government-owned vehicle units, eight classified stations and branches, and two hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

§ 3527. Positions in salary level 16

\* \* \* \* \*

(b) Assistant postmaster[, large first class office]. (KP-42)

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative and service functions of the post office. This office has approximately eight thousand employees, [annual receipts of \$48,000,000] *approximately 1,000,000 revenue units annually*, four hundred Government-owned vehicle units, fifty classified stations and branches, and one thousand four hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, first class office]. (KP-43)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations, and branches. This office has approximately one thousand two hundred employees, [annual receipts of \$8,460,000] *approximately 200,000 revenue units annually*, one hundred and seventeen Government-owned vehicle units, sixteen classified stations and branches, and two hundred and ninety carrier routes within its jurisdiction.

**(2) Duties and responsibilities.—**

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints all personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that all personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.



(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

**§ 3528. Positions in salary level 17**

\* \* \* \* \*

**(b) Assistant postmaster[, largest first class office]. (KP-45)**

(1) Basic function.—Serves as the overall assistant to the postmaster, particularly on internal operations, and provides general direction over the mails, finance, administrative, and service functions of the post office. This office has approximately twenty thousand employees, [annual receipts of \$140,000,000,] *approximately 2,500,000 revenue units annually*, one thousand one hundred Government-owned motor-vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Participates in the organization and management of the office to insure expeditious handling of the mails and to provide courteous and efficient service to patrons.

(B) Reviews and evaluates recommendations referred to the postmaster by subordinates with respect to promotions and disciplining of post-office personnel; generally oversees the training of all personnel for their respective positions.

(C) Directs a continuous audit program concerning the accountability of responsible finance employees of the office.

(D) Reviews estimates of manpower needs and operating allowances for action of the postmaster.

(E) Analyzes and reports to the postmaster the daily manpower expenditures and is responsible through designated subordinates for maintaining proper apportionment of authorized allowances to operating units.

(F) Gives assistance and direction to key subordinate officials in planning and executing the mail handling, finance, and administrative programs of the post office.

(G) Reviews reports and recommendations of subordinates and attends to administrative matters essential to the management of the post office.

(H) Represents the postmaster in relationships with the public in the area, including representation with employee organizations.

(I) Carries out special assignments for and as directed by the postmaster.

(J) Assumes complete responsibility and authority for the post office in the postmaster's absence and at other times as required.

(3) Organizational relationships.—Administratively responsible to the postmaster.

**(c) Postmaster[, first class office]. (KP-46)**

(1) Basic function.—Is responsible for all operations of a [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately three thousand two hundred employees, [annual receipts of \$16,900,000] *approx-*

mately 400,000 revenue units annually, two hundred Government-owned vehicle units, thirty-four classified stations and branches, and one thousand carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

§ 3529. Positions in salary level 18

**Postmaster[, large first class office]. (KP-47)**

(1) Basic function.—Is responsible for all operations of a large [first class] post office, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office and stations and branches. This office has approximately eight thousand employees, [annual receipts of \$48,000,000] approximately 1,000,000 revenue units annually, four hundred Government-owned vehicle units, fifty classified stations, and branches and one thousand four hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained for their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.



(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director or other designated superior.

### § 3530. Positions in salary level 19

#### Postmaster[, largest first class office]. (KP-48)

(1) Basic function.—Is responsible for all operations of one of the largest [first class] offices, including direction and supervision of mails, finance, buildings, personnel, and related services in the main post office, stations and branches. This office has approximately twenty thousand employees, [annual receipts of \$140,000,000] *approximately 2,500,000 revenue units annually*, one thousand one hundred Government-owned vehicle units, sixty-six classified stations and branches, and three thousand two hundred carrier routes within its jurisdiction.

(2) Duties and responsibilities.—

(A) Organizes the post office to insure expeditious handling of the mails and to provide courteous and efficient postal service to patrons.

(B) Represents the Post Office Department in its relationships with the public in the area.

(C) Appoints personnel to serve in the post office within the limits prescribed by Departmental and Civil Service Regulations; determines that personnel are carefully selected and adequately trained in their respective positions.

(D) Supervises the administration of the Efficiency Appraisal System and is responsible for maintaining satisfactory employee relations with representatives of employee organizations and individual employees.

(E) Reviews estimates of manpower needs and operating allowances, submits requests and recommendations as required, and determines that operations are efficiently carried out and expenditures authorized in accordance with approved estimates.

(F) Provides for the safeguarding of all moneys, the operation and maintenance of equipment and other facilities of the post office, and for the expenditure of funds in accordance with applicable laws and regulations.

(G) Approves requisitions for supplies and equipment submitted by operating officials of the post office for submission to the Supply Center or the Department.

(3) Organizational relationships.—Administratively responsible to a regional director.

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**§ 3542. Postal Field Service Schedule**

[(a) There are established basic compensation schedules for positions in the postal field service which shall be known as the Postal Field Service Schedules and for which the symbol shall be "PFS". Each such schedule shall be in effect for the period specified with respect to such schedule. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees within accordance with these schedules.]

**POSTAL FIELD SERVICE SCHEDULE I**

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act, and ending immediately prior to the applicable initial effective date of the second PFS schedule set forth below)

| PFS | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1   | \$3,595                   | \$3,725 | \$3,855 | \$3,985 | \$4,115 | \$4,245 | \$4,375 | \$4,505 | \$4,635 | \$4,765 | \$4,895 | \$5,025 |
| 2   | 3,905                     | 4,040   | 4,175   | 4,310   | 4,445   | 4,580   | 4,715   | 4,850   | 4,985   | 5,120   | 5,255   | 5,390   |
| 3   | 4,230                     | 4,375   | 4,520   | 4,665   | 4,810   | 4,955   | 5,100   | 5,245   | 5,390   | 5,535   | 5,680   | 5,825   |
| 4   | 4,565                     | 4,725   | 4,885   | 5,045   | 5,205   | 5,365   | 5,525   | 5,685   | 5,845   | 6,005   | 6,165   | 6,325   |
| 5   | 4,965                     | 5,130   | 5,295   | 5,460   | 5,625   | 5,790   | 5,955   | 6,120   | 6,285   | 6,450   | 6,615   | 6,780   |
| 6   | 5,365                     | 5,545   | 5,725   | 5,905   | 6,085   | 6,265   | 6,445   | 6,625   | 6,805   | 6,985   | 7,165   | 7,345   |
| 7   | 5,805                     | 6,000   | 6,195   | 6,390   | 6,585   | 6,780   | 6,975   | 7,170   | 7,365   | 7,560   |         |         |
| 8   | 6,285                     | 6,495   | 6,705   | 6,915   | 7,125   | 7,335   | 7,545   | 7,755   | 7,965   | 8,175   |         |         |
| 9   | 6,805                     | 7,030   | 7,255   | 7,480   | 7,705   | 7,930   | 8,155   | 8,380   | 8,605   | 8,830   |         |         |
| 10  | 7,395                     | 7,640   | 7,885   | 8,130   | 8,375   | 8,620   | 8,865   | 9,110   | 9,355   | 9,600   |         |         |
| 11  | 8,045                     | 8,310   | 8,575   | 8,840   | 9,105   | 9,370   | 9,635   | 9,900   | 10,165  |         |         |         |
| 12  | 8,840                     | 9,135   | 9,430   | 9,725   | 10,020  | 10,315  | 10,610  | 10,905  | 11,200  |         |         |         |
| 13  | 9,725                     | 10,050  | 10,375  | 10,700  | 11,025  | 11,350  | 11,675  | 12,000  | 12,325  |         |         |         |
| 14  | 10,705                    | 11,060  | 11,415  | 11,770  | 12,125  | 12,480  | 12,835  | 13,190  | 13,545  |         |         |         |
| 15  | 11,780                    | 12,170  | 12,560  | 12,950  | 13,340  | 13,730  | 14,120  | 14,510  | 14,900  |         |         |         |
| 16  | 12,955                    | 13,385  | 13,815  | 14,245  | 14,675  | 15,105  | 15,535  | 15,965  |         |         |         |         |
| 17  | 14,260                    | 14,730  | 15,200  | 15,670  | 16,140  | 16,610  | 17,080  | 17,550  |         |         |         |         |
| 18  | 15,500                    | 16,000  | 16,500  | 17,000  | 17,500  | 18,000  | 18,500  |         |         |         |         |         |
| 19  | 16,750                    | 17,250  | 17,750  | 18,250  | 18,750  | 19,250  |         |         |         |         |         |         |
| 20  | 18,000                    | 18,500  | 19,000  | 19,500  |         |         |         |         |         |         |         |         |

**POSTAL FIELD SERVICE SCHEDULE II**

(To be effective on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

| PFS | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1   | \$3,690                   | \$3,820 | \$3,950 | \$4,080 | \$4,210 | \$4,340 | \$4,470 | \$4,600 | \$4,730 | \$4,860 | \$4,990 | \$5,120 |
| 2   | 4,010                     | 4,145   | 4,280   | 4,415   | 4,550   | 4,685   | 4,820   | 4,955   | 5,090   | 5,225   | 5,360   | 5,495   |
| 3   | 4,345                     | 4,490   | 4,635   | 4,780   | 4,925   | 5,070   | 5,215   | 5,360   | 5,505   | 5,650   | 5,795   | 5,940   |
| 4   | 4,690                     | 4,850   | 5,010   | 5,170   | 5,330   | 5,490   | 5,650   | 5,810   | 5,970   | 6,130   | 6,290   | 6,450   |
| 5   | 5,085                     | 5,255   | 5,425   | 5,595   | 5,765   | 5,935   | 6,105   | 6,275   | 6,445   | 6,615   | 6,785   | 6,955   |
| 6   | 5,500                     | 5,685   | 5,870   | 6,055   | 6,240   | 6,425   | 6,610   | 6,795   | 6,980   | 7,165   | 7,350   | 7,535   |
| 7   | 5,950                     | 6,150   | 6,350   | 6,550   | 6,750   | 6,950   | 7,150   | 7,350   | 7,550   | 7,750   |         |         |
| 8   | 6,440                     | 6,655   | 6,870   | 7,085   | 7,300   | 7,515   | 7,730   | 7,945   | 8,160   | 8,375   |         |         |
| 9   | 6,965                     | 7,200   | 7,435   | 7,670   | 7,905   | 8,140   | 8,375   | 8,610   | 8,845   | 9,080   |         |         |
| 10  | 7,550                     | 7,800   | 8,050   | 8,300   | 8,550   | 8,800   | 9,050   | 9,300   | 9,550   | 9,800   |         |         |
| 11  | 8,140                     | 8,400   | 8,660   | 8,920   | 9,180   | 9,440   | 9,700   | 9,960   | 10,220  | 10,480  |         |         |
| 12  | 8,730                     | 9,000   | 9,270   | 9,540   | 9,810   | 10,080  | 10,350  | 10,620  | 10,890  | 11,160  |         |         |
| 13  | 9,320                     | 9,600   | 9,880   | 10,160  | 10,440  | 10,720  | 11,000  | 11,280  | 11,560  | 11,840  |         |         |
| 14  | 9,910                     | 10,200  | 10,490  | 10,780  | 11,070  | 11,360  | 11,650  | 11,940  | 12,230  | 12,520  |         |         |
| 15  | 10,500                    | 10,800  | 11,100  | 11,400  | 11,700  | 12,000  | 12,300  | 12,600  | 12,900  | 13,200  |         |         |
| 16  | 11,090                    | 11,400  | 11,710  | 12,020  | 12,330  | 12,640  | 12,950  | 13,260  | 13,570  | 13,880  |         |         |
| 17  | 11,680                    | 12,000  | 12,320  | 12,640  | 12,960  | 13,280  | 13,600  | 13,920  | 14,240  | 14,560  |         |         |
| 18  | 12,270                    | 12,600  | 12,930  | 13,260  | 13,590  | 13,920  | 14,250  | 14,580  | 14,910  | 15,240  |         |         |
| 19  | 12,860                    | 13,200  | 13,540  | 13,880  | 14,220  | 14,560  | 14,900  | 15,240  | 15,580  | 15,920  |         |         |
| 20  | 13,450                    | 13,800  | 14,150  | 14,500  | 14,850  | 15,200  | 15,550  | 15,900  | 16,250  | 16,600  |         |         |



(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be "PFS". Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

### POSTAL FIELD SERVICE SCHEDULE

| PFS | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1   | \$3,945                   | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2   | 4,270                     | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3   | 4,615                     | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 5,910   | 6,165   | 6,320   |
| 4   | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5   | 5,345                     | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6   | 5,735                     | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7   | 6,140                     | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   |         |
| 8   | 6,650                     | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   |         |         |
| 9   | 7,190                     | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   |         |         |
| 10  | 7,830                     | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  |         |         |
| 11  | 8,660                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |         |         |
| 12  | 9,570                     | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  |         |         |
| 13  | 10,575                    | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  |         |         |
| 14  | 11,660                    | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  |         |         |
| 15  | 12,885                    | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  |         |         |
| 16  | 14,240                    | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  |         |         |
| 17  | 15,755                    | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  |         |         |
| 18  | 17,450                    | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  |         |         |
| 19  | 19,345                    | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  |         |         |         |         |
| 20  | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |         |         |

\* \* \* \* \*

### § 3543. Rural Carrier Schedule

[(a) There are established basic compensation schedules which shall be known as the Rural Carrier Schedules, and for which the symbol shall be "RCS". Each such schedule shall be in effect for the period specified with respect to such schedule.

## RURAL CARRIER SCHEDULE I

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act, and ending immediately prior to the applicable initial effective date of the second RCS Schedule set forth below)

[illegible]

RURAL CARRIER SCHEDULE II

(To be effective for the period beginning on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

|                                                                       | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------------------------------------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                   |                           |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum                                          | \$2,080                   | \$2,180 | \$2,280 | \$2,380 | \$2,480 | \$2,580 | \$2,680 | \$2,780 | \$2,880 | \$2,980 | \$3,080 | \$3,180 |
| Compensation per mile per annum for each mile up to 30 miles of route | 77                        | 79      | 81      | 83      | 85      | 87      | 89      | 91      | 93      | 95      | 97      | 99      |
| For each mile of route over 30 miles                                  | 25                        | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS".

RURAL CARRIER SCHEDULE

|                                                                       | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-----------------------------------------------------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                   |                           |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum                                          | \$2,240                   | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route | 82                        | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles                                  | 25                        | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

\* \* \* \* \*

§ 3544. Fourth Class Office Schedule

(a) There [are established basic compensation schedules] is established a basic compensation schedule which shall be known as the Fourth Class Office [Schedules] Schedule, and for which the symbol shall be "FOS", for postmasters in post offices of the fourth class[. Each such schedule shall be in effect for the period specified with respect to such schedule. Each such schedule is based upon the gross postal receipts as contained in returns of the post office for the calendar year immediately preceding.] which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with [these schedules] this schedule.



## FOURTH CLASS OFFICE SCHEDULE I

(To be effective for the period beginning on the first day of the first pay period beginning on or after the date of enactment of this Act and ending immediately prior to the applicable initial effective date of the second FOS schedule set forth below)

| Gross receipts             | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| \$1,300 to \$1,499.99..... | \$3,277                   | \$3,386 | \$3,495 | \$3,604 | \$3,713 | \$3,822 | \$3,931 | \$4,040 | \$4,149 | \$4,258 | \$4,367 | \$4,476 |
| \$900 to \$1,299.99.....   | 3,003                     | 3,102   | 3,201   | 3,300   | 3,399   | 3,498   | 3,597   | 3,696   | 3,795   | 3,894   | 3,993   | 4,092   |
| \$600 to \$899.99.....     | 2,457                     | 2,540   | 2,623   | 2,706   | 2,789   | 2,872   | 2,955   | 3,038   | 3,121   | 3,204   | 3,287   | 3,370   |
| \$350 to \$599.99.....     | 1,911                     | 1,973   | 2,035   | 2,097   | 2,159   | 2,221   | 2,283   | 2,345   | 2,407   | 2,469   | 2,531   | 2,593   |
| \$250 to \$349.99.....     | 1,366                     | 1,410   | 1,454   | 1,498   | 1,542   | 1,586   | 1,630   | 1,674   | 1,718   | 1,762   | 1,806   | 1,850   |
| \$200 to \$249.99.....     | 1,092                     | 1,128   | 1,164   | 1,200   | 1,236   | 1,272   | 1,308   | 1,344   | 1,380   | 1,416   | 1,452   | 1,488   |
| \$100 to \$199.99.....     | 820                       | 846     | 872     | 898     | 924     | 950     | 976     | 1,002   | 1,028   | 1,054   | 1,080   | 1,106   |
| Under \$100.....           | 545                       | 562     | 579     | 596     | 613     | 630     | 647     | 664     | 681     | 698     | 715     | 732     |

## FOURTH CLASS SCHEDULE II

(To be effective on the first day of the first pay period beginning on or after January 1, 1964, and thereafter)

| Gross receipts             | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                            | 1                         | 2       | 3       | 5       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| \$1,300 to \$1,499.99..... | \$3,426                   | \$3,540 | \$3,654 | \$3,768 | \$3,882 | \$3,996 | \$4,110 | \$4,224 | \$4,338 | \$4,452 | \$4,566 | \$4,680 |
| \$900 to \$1,299.99.....   | 3,140                     | 3,243   | 3,346   | 3,449   | 3,552   | 3,655   | 3,758   | 3,861   | 3,964   | 4,067   | 4,170   | 4,273   |
| \$600 to \$899.99.....     | 2,569                     | 2,655   | 2,741   | 2,827   | 2,913   | 2,999   | 3,085   | 3,171   | 3,257   | 3,343   | 3,429   | 3,515   |
| \$350 to \$599.99.....     | 1,998                     | 2,063   | 2,128   | 2,193   | 2,258   | 2,323   | 2,388   | 2,453   | 2,518   | 2,583   | 2,648   | 2,713   |
| \$250 to \$349.99.....     | 1,428                     | 1,474   | 1,520   | 1,566   | 1,612   | 1,658   | 1,704   | 1,750   | 1,796   | 1,842   | 1,888   | 1,934   |
| \$200 to \$249.99.....     | 1,142                     | 1,179   | 1,216   | 1,253   | 1,290   | 1,327   | 1,364   | 1,401   | 1,438   | 1,475   | 1,512   | 1,549   |
| \$100 to \$199.99.....     | 857                       | 884     | 911     | 938     | 965     | 992     | 1,019   | 1,046   | 1,073   | 1,111   | 1,127   | 1,154   |
| Under \$100.....           | 569                       | 588     | 607     | 626     | 645     | 664     | 683     | 702     | 721     | 740     | 759     | 778     |

## FOURTH-CLASS OFFICE SCHEDULE

| Revenue units                | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|------------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                              | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| \$30 but less than \$6.....  | \$3,769                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| \$4 but less than \$30.....  | 3,485                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| \$18 but less than \$4.....  | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| \$12 but less than \$18..... | 2,858                     | 2,931   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| \$6 but less than \$12.....  | 1,628                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than \$6.....           | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775   |

(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in [gross receipts] revenue units at the start of the first pay period after [the beginning of each fiscal] January 1 of each year. When a post office is restored to a [gross receipts] revenue unit category held by it prior to relegation to a lower [gross receipts] revenue unit category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher [gross receipts] revenue unit category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted [gross receipts] revenue units of the

office. Each increase in basic salary because of change in [gross receipts] *revenue units* shall be deemed the equivalent of a step-increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster General may advance such office to the appropriate category [or class indicated by the receipts of the preceding quarter] *based on his estimate of the number of revenue units which the office will have during the succeeding twelve months.* Any fourth-class office advanced to the appropriate category [or class] pursuant to this subsection shall not be reduced in category [or class] until the start of the first pay period after July 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category [or class] indicated by the receipts for the preceding calendar year.

(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

(e) The Postmaster General may allow to postmasters in fourth class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

(g) Where the [gross postal receipts] *revenue units* of a post office of the third class for each of two consecutive calendar years are less than [\$1,500] 36, or where in any calendar year the [gross postal receipts] *revenue units* are less than [\$1,400] 33, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

[(h) Postmasters of fourth class post offices shall be paid as allowances for rent, fuel, light, and equipment an amount equal to 15 per centum of the basic compensation earned in each pay period, at the same time and in the same manner as their regular compensation.]

(h) *When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office.*

### § 3552. Automatic advancement by step increases

(a)(1) Each employee [in levels 1 through 6 of] *subject to the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule, who has not reached the highest step for his position, shall be advanced successively to the next higher step as follows:*

(A) To steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and



(B) To steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

[(2) Each employee in the postal field service in level 7 or above of the Postal Field Service Schedule, who has not reached the highest step for his position, shall be advanced successively to the next higher step, as follows:

(A) To steps 2, 3, and 4—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service;

(B) To steps 5, 6, and 7—at the beginning of the first pay period following the completion of one hundred and four calendar weeks of satisfactory service; and

(C) To steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.]

[(3)](2) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step-increases.

(b) Any increase in basic compensation granted by law on or after the date of enactment of the Postal Employees Salary Adjustment Act of 1962, to employees in the postal field service shall not be deemed to be an equivalent increase in basic compensation within the meaning of subsection (a) of this section.

(c) The benefit of successive step-increases shall be preserved, under regulations prescribed by the Postmaster General, for employees whose continuous service is interrupted by service in the armed services.

(d) *Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—*

*(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and*

*(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee. Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained.*

\* \* \* \* \*

### § 3560. Salary protection

(a) As used in this section, the term “salary standing” means—

(1) basic salary and salary level, with respect to the Postal Field Service Schedule.

(2) salary for the particular route (including additional compensation for forty hours and under for serving heavily patronized routes), with respect to the Rural Carrier Schedule, and

(3) [gross receipts] revenue unit category, with respect to the Fourth-Class Office Schedule.

(b) Subject to the provisions of subsection (c) of this section, each employee—

(1) who at any time on or after July 1, 1961, is or was reduced in salary standing;

(2) who, on the effective date of such reduction in salary standing, holds or held a career appointment or a probational appointment in the postal field service;

(3) whose reduction in salary standing is not or was not caused by a demotion for personal cause, is not or was not at his own request, is not or was not a condition of his temporary promotion or temporary assignment to a higher salary standing, is not or was not a condition of his temporary appointment, and is not or was not effected in a reduction in force due to lack of funds or curtailment of work;

(4) who, for two continuous years immediately prior to such reduction in salary standing, served in the postal field service with any salary standing higher than the salary standing to which he is reduced; and

(5) whose performance of work at all times during such period of two years is or was satisfactory;

shall be entitled, as of the effective date of such reduction in salary standing or as of the first day of the first pay period which begins on or after the date of enactment of this section, whichever is later, unless or until he is entitled to receive basic salary at a higher rate by reason of the operation of this section, or until the expiration of a period of two years immediately following the effective date of such reduction in salary standing or immediately following the first day of such first pay period, as applicable, to receive the rate of basic salary to which he was entitled immediately prior to such reduction in salary standing (including each increase provided by law in such rate of basic salary) so long as he continues in the postal field service without any break in service of one workday or more and is not demoted or reassigned for personal cause, at his own request, or in a reduction in force due to lack of funds or curtailment of work.

(c) The rate of basic salary to which such employee is entitled under subsection (b) of this section with respect to each reduction in salary standing to which this section applies shall be the lesser of the following:

(A) the amount of the existing rate of basic salary of the employee immediately prior to the reduction in salary standing (including each increase provided by law in such rate); or

(B) the amount of the rate of the salary level or salary range (including each increase provided by law in such rate) to which the employee is reduced, increased by 25 per centum; or

(C) the amount of the rate in the lowest salary standing which such employee held during two years immediately preceding such reduction in salary standing augmented by each step increase which he would have earned in such salary standing and by each increase provided by law in such salary rate.

(d) The Postmaster General is authorized to issue regulations to carry out the purposes of this section.

(e) (1) For the purposes of section 3559(a), the existing basic salary shall be the basic salary which the employee would have received except for the provisions of this section.

(2) For the purposes of section 3544(h), the basic compensation earned shall be the basic compensation which the employee would have received except for the provisions of this section.



(f) For the purposes of this section, the term "curtailment of work" does not include—

- (1) reductions in class or [gross receipts] revenue unit category of any post office, or
- (2) reductions in route mileage for rural carriers.

\* \* \* \* \*

#### CHAPTER 91—DELIVERY SERVICE

\* \* \* \* \*

#### § 6007. Fee paid to persons making delivery of special delivery mail

[(a) The Postmaster General shall pay persons, other than special delivery messengers at post offices of the first class, making delivery of special delivery mail—

[(1) 9 cents for first class mail weighing not more than two pounds;

[(2) 10 cents for other mail weighing not more than two pounds;

[(3) 15 cents for mail of any class weighing more than two pounds but not more than ten pounds; and

[(4) 20 cents for mail of any class weighing more than ten pounds.]

(a) *The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee.*

\* \* \* \* \*

### TITLE 38, UNITED STATES CODE

\* \* \* \* \*

#### § 210. Appointment and general authority of Administrator

(a) The Administrator of Veterans' Affairs is the head of the Veterans' Administration. He is appointed by the President, by and with the advice and consent of the Senate. [He shall receive a salary of \$21,000 a year, payable monthly.]

\* \* \* \* \*

#### CHAPTER 73—DEPARTMENT OF MEDICINE AND SURGERY

Sec.

4101. Functions of Department.

4102. Divisions of Department.

4103. [Appointment and compensation] *Office of the Chief Medical Director.*

4104. Additional appointments.

4105. Qualifications of appointees.

4106. Period of appointment; promotions.

4107. Grades and pay scales.

4108. Administration.

4109. Retirement rights.

4110. Disciplinary boards.

4111. Appointment of additional employees.

4112. Medical advisory group.

4113. Travel expenses of employees.

4114. Temporary and part-time appointments; residencies and internships.

4115. Regulations.

\* \* \* \* \*

**§ 4103. Appointments and compensation**

[(a) The Office of the Chief Medical Director shall consist of the Chief Medical Director, one Deputy Chief Medical Director, not to exceed five Assistant Chief Medical Directors, such Medical Directors as may be designated to suit the needs of the Department, and such other personnel and employees as may be authorized by this chapter.

[(b) The Chief Medical Director shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator. Section 62 of title 5 of the United States Code shall not apply to any individual appointed Chief Medical Director before January 1, 1964; however, section 59a of title 5 shall apply, in accordance with its terms, to any such individual. During the period of his service as such, the Chief Medical Director shall be paid a salary of \$21,050 a year.

[(c) The Deputy Chief Medical Director shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator. During the period of his service as such, the Deputy Chief Medical Director shall be paid a salary of \$19,870 a year.

[(d) Each Assistant Chief Medical Director shall be appointed by the Administrator upon the recommendation of the Chief Medical Director and shall be paid a salary of \$20,000 a year.

[One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operations of the Dental Service.

[(e) Medical Directors, during their period of service as such, shall be paid a salary of \$18,500 minimum to \$19,500 maximum a year.

[(f) The Director of Nursing Service shall be a qualified registered nurse, appointed by the Administrator, and shall be responsible to the Chief Medical Director for the operation of the Nursing Service. During the period of service as such, the Director of Nursing Service shall be paid, effective on the first day of the first pay period beginning on or after—

[the date of enactment of the Federal Salary Reform Act of 1962, a salary of \$14,565 minimum to \$17,925 maximum a year;

[January 1, 1964, a salary of \$15,665 minimum to \$19,270 maximum a year.

[(g) The Administrator may appoint a chief pharmacist and a chief dietitian. During the period of his service as such, the chief pharmacist and the chief dietitian shall be paid, effective on the first day of the first pay period beginning on or after—

[the date of enactment of the Federal Salary Reform Act of 1962, a salary of \$14,565 minimum to \$17,925 maximum a year;

[January 1, 1964, a salary of \$15,665 minimum to \$19,270 maximum a year.

[(h) Except as provided in subsection (j), any appointment under this section shall be for a period of four years but persons so appointed shall be subject to removal by the Administrator for cause.

[(i) Reappointments may be made for successive like periods.

[(j) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service,



for a period of two years, subject to removal by the Administrator for cause. During the period that any such member serves as Director, Chaplain Service, he shall be paid a salary, as determined by the Administrator, within the minimum and maximum salary limitations prescribed for grade GS-15 positions by the Classification Act of 1949, as amended. Redesignations under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position.】

**§ 4103. Office of the Chief Medical Director**

(a) *The Office of the Chief Medical Director shall consist of the following—*

(1) *The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He Shall be a qualified doctor of medicine, appointed by the Administrator.*

(2) *The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.*

(3) *Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.*

(4) *Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.*

(5) *A Director of Nursing Service who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.*

(6) *A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.*

(7) *Such other personnel and employees as may be authorized by this chapter.*

(b) *Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.*

(c) *The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain*

*Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position.*

\* \* \* \* \*

## § 4107. Grades and pay scales

[(a)(1) Effective on the first day of the first pay period beginning on or after the date of enactment of the Federal Salary Reform Act of 1962, the grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

### [PHYSICIAN AND DENTIST SCHEDULE

- [Director grade, \$16,000 minimum to \$19,000 maximum.
- [Executive grade, \$15,250 minimum to \$18,750 maximum.
- [Chief grade, \$14,565 minimum to \$18,405 maximum.
- [Senior grade, \$12,845 minimum to \$16,245 maximum.
- [Intermediate grade, \$11,150 minimum to \$14,070 maximum.
- [Full grade, \$9,475 minimum to \$11,995 maximum.
- [Associate grade, \$8,045 minimum to \$10,165 maximum.

### [NURSE SCHEDULE

- [Assistant Director grade, \$12,845 minimum to \$16,245 maximum.
  - [Chief grade, \$11,150 minimum to \$14,070 maximum.
  - [Senior grade, \$9,475 minimum to \$11,995 maximum.
  - [Intermediate grade, \$8,045 minimum to \$10,165 maximum.
  - [Full grade, \$6,675 minimum to \$8,700 maximum.
  - [Associate grade, \$5,820 minimum to \$7,575 maximum.
  - [Junior grade, \$5,035 minimum to \$6,565 maximum.
- [(2) Effective on the first day of the first pay period beginning on or after January 1, 1964, the per annum full pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

### [PHYSICIAN AND DENTIST SCHEDULE

- [Chief grade, \$15,665 minimum to \$19,785 maximum.
- [Senior grade, \$13,615 minimum to \$17,215 maximum.
- [Intermediate grade, \$11,725 minimum to \$14,805 maximum.
- [Full grade, \$9,980 minimum to \$12,620 maximum.
- [Associate grade, \$8,410 minimum to \$10,650 maximum.

### [NURSE SCHEDULE

- [Assistant Director grade, \$13,615 minimum to \$17,215 maximum.
  - [Chief grade, \$11,725 minimum to \$14,805 maximum.
  - [Senior grade, \$9,980 minimum to \$12,620 maximum.
  - [Intermediate grade, \$8,410 minimum to \$10,650 maximum.
  - [Full grade, \$7,030 minimum to \$9,100 maximum.
  - [Associate grade, \$6,090 minimum to \$7,890 maximum.
  - [Junior grade, \$5,235 minimum to \$6,810 maximum.
- [(b) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic



(independent), or the position of clinic director at an outpatient clinic, or comparable position.】

**§ 4107. Grades and pay scales**

(a) *The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:*

**SECTION 4103 SCHEDULE**

*Assistant Chief Medical Director, \$24,500.*

*Medical Director, \$21,445 minimum to \$24,445 maximum.*

*Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.*

*Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.*

*Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.*

*Chief Dietitian, \$16,460 minimum to \$21,590 maximum.*

(b)(1) *The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:*

**PHYSICIAN AND DENTIST SCHEDULE**

*Director grade, \$18,935 minimum to \$24,175 maximum.*

*Executive grade, \$17,655 minimum to \$23,190 maximum.*

*Chief grade, \$16,460 minimum to \$21,590 maximum.*

*Senior grade, \$14,170 minimum to \$18,580 maximum.*

*Intermediate grade, \$12,075 minimum to \$15,855 maximum.*

*Full grade, \$10,250 minimum to \$13,445 maximum.*

*Associate grade, \$8,650 minimum to \$11,305 maximum.*

**NURSE SCHEDULE**

*Assistant Director grade, \$14,170 minimum to \$18,580 maximum.*

*Chief grade, \$12,075 minimum to \$15,855 maximum.*

*Senior grade, \$10,250 minimum to \$13,445 maximum.*

*Intermediate grade, \$8,650 minimum to \$11,305 maximum.*

*Full grade, \$7,220 minimum to \$9,425 maximum.*

*Associate grade, \$6,315 minimum to \$8,205 maximum.*

*Junior grade, \$5,505 minimum to \$7,170 maximum.*

(2) *No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position.*

**SECTIONS 411, 412, AND 415(a) OF THE FOREIGN SERVICE ACT OF 1946, AS AMENDED (22 U.S.C. 866)**

**CHIEFS OF MISSION**

SEC. 411. The President shall for salary purposes classify into four classes the positions which are to be occupied by chiefs of mission. 【The per annum salaries of chiefs of mission within each class shall be as follows: Class 1, \$27,500 per annum; class 2, \$25,000; class 3,

\$22,500; and class 4, \$20,000.】 *The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V.*

## FOREIGN SERVICE OFFICERS

【SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be \$20,000. The per annum salary of a career minister shall be \$19,800.

【On the first day of the first pay period which begins on or after the date of enactment of the Foreign Service Salary Reform Act of 1962, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|              |           |           |           |           |           |           |           |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Class 1..... | \$18, 975 | \$19, 650 |           |           |           |           |           |
| Class 2..... | 15, 900   | 16, 400   | \$16, 900 | \$17, 400 | \$17, 900 | \$18, 400 | \$18, 900 |
| Class 3..... | 13, 440   | 13, 885   | 14, 330   | 14, 775   | 15, 220   | 15, 665   | 16, 110   |
| Class 4..... | 11, 150   | 11, 515   | 11, 880   | 12, 245   | 12, 610   | 12, 975   | 13, 340   |
| Class 5..... | 9, 315    | 9, 620    | 9, 925    | 10, 230   | 10, 535   | 10, 840   | 11, 145   |
| Class 6..... | 7, 705    | 7, 960    | 8, 215    | 8, 470    | 8, 725    | 8, 980    | 9, 235    |
| Class 7..... | 6, 475    | 6, 690    | 6, 905    | 7, 120    | 7, 335    | 7, 550    | 7, 765    |
| Class 8..... | 5, 540    | 5, 725    | 5, 910    | 6, 095    | 6, 280    | 6, 465    | 6, 650    |

【On the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|              |           |           |           |           |           |           |           |
|--------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Class 1..... | \$18, 975 | \$19, 650 |           |           |           |           |           |
| Class 2..... | 15, 900   | 16, 400   | \$16, 900 | \$17, 400 | \$17, 900 | \$18, 400 | \$18, 900 |
| Class 3..... | 14, 265   | 14, 735   | 15, 205   | 15, 675   | 16, 145   | 16, 615   | 17, 085   |
| Class 4..... | 11, 725   | 12, 110   | 12, 495   | 12, 880   | 13, 265   | 13, 650   | 14, 035   |
| Class 5..... | 9, 695    | 10, 015   | 10, 335   | 10, 655   | 10, 975   | 11, 295   | 11, 615   |
| Class 6..... | 8, 090    | 8, 355    | 8, 620    | 8, 885    | 9, 150    | 9, 415    | 9, 680    |
| Class 7..... | 6, 810    | 7, 035    | 7, 260    | 7, 485    | 7, 710    | 7, 935    | 8, 160    |
| Class 8..... | 5, 795    | 5, 990    | 6, 185    | 6, 380    | 6, 575    | 6, 770    | 6, 965    |

SEC. 412. *There shall be 10 classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. Effective on the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of Foreign Service officers within each of the other classes shall be as follows:*

|               |           |           |           |           |           |           |           |
|---------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| "Class 1..... | \$22, 650 | \$23, 440 | \$24, 500 |           |           |           |           |
| Class 2.....  | 18, 295   | 18, 930   | 19, 565   | \$20, 200 | \$20, 835 | \$21, 470 | \$22, 105 |
| Class 3.....  | 14, 860   | 15, 375   | 15, 890   | 16, 405   | 16, 920   | 17, 435   | 17, 950   |
| Class 4.....  | 12, 075   | 12, 495   | 12, 915   | 13, 335   | 13, 755   | 14, 175   | 14, 595   |
| Class 5.....  | 9, 945    | 10, 290   | 10, 635   | 10, 980   | 11, 325   | 11, 670   | 12, 015   |
| Class 6.....  | 8, 295    | 8, 580    | 8, 865    | 9, 150    | 9, 435    | 9, 720    | 10, 005   |
| Class 7.....  | 7, 010    | 7, 245    | 7, 480    | 7, 715    | 7, 950    | 8, 185    | 8, 420    |
| Class 8.....  | 6, 050    | 6, 250    | 6, 450    | 6, 650    | 6, 850    | 7, 050    | 7, 250"   |

【SEC. 415. (a) Effective on the first day of the first pay period which begins on or after the date of enactment of the Foreign Service Salary Reform Act of 1962, there shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff



officers and employees, and the per annum salaries of staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |         |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| Class 1.....  | \$13,440 | \$13,885 | \$14,330 | \$14,775 | \$15,220 | \$15,665 | \$16,110 | \$16,555 | \$17,000 | -----   |
| Class 2.....  | 11,150   | 11,515   | 11,880   | 12,245   | 12,610   | 12,975   | 13,340   | 13,705   | 14,070   | -----   |
| Class 3.....  | 9,315    | 9,620    | 9,925    | 10,230   | 10,535   | 10,840   | 11,145   | 11,450   | 11,755   | -----   |
| Class 4.....  | 7,705    | 7,960    | 8,215    | 8,470    | 8,725    | 8,980    | 9,235    | 9,490    | 9,745    | -----   |
| Class 5.....  | 6,910    | 7,140    | 7,370    | 7,600    | 7,830    | 8,060    | 8,290    | 8,520    | 8,750    | \$8,980 |
| Class 6.....  | 6,225    | 6,435    | 6,645    | 6,855    | 7,065    | 7,275    | 7,485    | 7,695    | 7,905    | 8,115   |
| Class 7.....  | 5,610    | 5,800    | 5,990    | 6,180    | 6,370    | 6,560    | 6,750    | 6,940    | 7,130    | 7,320   |
| Class 8.....  | 5,060    | 5,230    | 5,400    | 5,570    | 5,740    | 5,910    | 6,080    | 6,250    | 6,420    | 6,590   |
| Class 9.....  | 4,575    | 4,725    | 4,875    | 5,025    | 5,175    | 5,325    | 5,475    | 5,625    | 5,775    | 5,930   |
| Class 10..... | 4,110    | 4,250    | 4,390    | 4,530    | 4,670    | 4,825    | 4,980    | 5,135    | 5,290    | 5,445   |

On the first day of the first pay period which begins on or after January 1, 1964, the per annum salaries of staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |         |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|
| Class 1.....  | \$14,265 | \$14,735 | \$15,205 | \$15,675 | \$16,145 | \$16,615 | \$17,085 | \$17,555 | \$18,025 | -----   |
| Class 2.....  | 11,725   | 12,110   | 12,495   | 12,880   | 13,265   | 13,650   | 14,035   | 14,420   | 14,805   | -----   |
| Class 3.....  | 9,695    | 10,015   | 10,335   | 10,655   | 10,975   | 11,295   | 11,615   | 11,935   | 12,255   | -----   |
| Class 4.....  | 8,090    | 8,355    | 8,620    | 8,885    | 9,150    | 9,415    | 9,680    | 9,945    | 10,210   | -----   |
| Class 5.....  | 7,295    | 7,535    | 7,775    | 8,015    | 8,255    | 8,495    | 8,735    | 8,975    | 9,215    | \$9,455 |
| Class 6.....  | 6,570    | 6,785    | 7,000    | 7,215    | 7,430    | 7,645    | 7,860    | 8,075    | 8,290    | 8,505   |
| Class 7.....  | 5,890    | 6,085    | 6,280    | 6,475    | 6,670    | 6,865    | 7,060    | 7,255    | 7,450    | 7,645   |
| Class 8.....  | 5,270    | 5,445    | 5,620    | 5,795    | 5,970    | 6,145    | 6,320    | 6,495    | 6,670    | 6,845   |
| Class 9.....  | 4,715    | 4,870    | 5,025    | 5,180    | 5,335    | 5,490    | 5,645    | 5,800    | 5,955    | 6,110   |
| Class 10..... | 4,215    | 4,355    | 4,495    | 4,635    | 4,775    | 4,915    | 5,060    | 5,215    | 5,370    | 5,525   |

SEC. 415. (a) *There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:*

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   | 12,360   | 12,705   | 13,050   |
| Class 4.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   | 10,290   | 10,575   | 10,860   |
| Class 5.....  | 7,480    | 7,735    | 7,990    | 8,245    | 8,500    | 8,755    | 9,010    | 9,265    | 9,520    | 9,775    |
| Class 6.....  | 6,755    | 6,980    | 7,205    | 7,430    | 7,655    | 7,880    | 8,105    | 8,330    | 8,555    | 8,780    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830"   |

## THE NATIONAL AERONAUTICS AND SPACE ACT OF 1958, AS AMENDED

### NATIONAL AERONAUTICS AND SPACE COUNCIL

#### SEC. 201. (a) \* \* \*

(f) The Council may employ a staff to be headed by a civilian executive secretary who shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate of \$20,000 a year]. The executive secretary, subject to the direction of the Council, is authorized to appoint and fix the compensation of such personnel, including not more than seven

persons who may be appointed without regard to the civil service laws or the Classification Act of 1949 and [compensated at the rate of not more than \$19,000 a year] *compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended*, as may be necessary to perform such duties as may be prescribed by the Council in connection with the performance of its functions. Each appointment under this subsection shall be subject to the same security requirements as those established for personnel of the National Aeronautics and Space Administration appointed under section 203(b)(2) of this Act. Other provisions of law or regulations relating to Government employment (except those relating to pay and retirement) shall apply to council employees reporting directly to the chairman to the extent that such provisions are applicable to employees in the office of the Vice President.

#### NATIONAL AERONAUTICS AND SPACE ADMINISTRATION

SEC. 202. (a) There is hereby established the National Aeronautics and Space Administration (hereinafter called the "Administration"). The Administration shall be headed by an Administrator, who shall be appointed from civilian life by the President by and with the advice and consent of the Senate[, and shall receive compensation at the rate of \$22,500 per annum]. Under the supervision and direction of the President, the Administrator shall be responsible for the exercise of all powers and the discharge of all duties of the Administration, and shall have authority and control over all personnel and activities thereof.

(b) There shall be in the Administration a Deputy Administrator, who shall be appointed from civilian life by the President by and with the advice and consent of the Senate[, shall receive compensation at the rate of \$21,500 per annum,] and shall perform such duties and exercise such powers as the Administrator may prescribe. The Deputy Administrator shall act for, and exercise the powers of, the Administrator during his absence or disability.

\* \* \* \* \*

#### FUNCTIONS OF THE ADMINISTRATION

SEC. 203. (a) \* \* \*

(b) In the performance of its functions the Administration is authorized—

\* \* \* \* \*

(2) to appoint and fix the compensation of such officers and employees as may be necessary to carry out such functions. Such officers and employees shall be appointed in accordance with the civil-service laws and their compensation fixed in accordance with the Classification Act of 1949, except that [(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint and fix the compensation (at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, or, for a maximum of thirty positions, not to exceed \$21,000 a year) of not more than four hundred and twenty-five (of which not to exceed three hun-



dred and fifty-five may be filled prior to March 1, 1962 and not to exceed three hundred and ninety may be filled prior to July 1, 1962) of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and ] (A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and (B) to the extent the Administrator deems such action necessary to recruit specially qualified scientific and engineering talent, he may establish the entrance grade for scientific and engineering personnel without previous service in the Federal Government at a level up to two grades higher than the grade provided for such personnel under the General Schedule established by the Classification Act of 1949, and fix their compensation accordingly;

\*                      \*                      \*                      \*                      \*

#### CIVILIAN-MILITARY LIAISON COMMITTEE

SEC. 204. (a) There shall be a Civilian-Military Liaison Committee consisting of—

(1) a Chairman, who shall be the head thereof and who shall be appointed by the President, shall serve at the pleasure of the President[, and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum];

(2) one or more representatives from the Department of Defense, and one or more representatives from each of the Departments of the Army, Navy, and Air Force, to be assigned by the Secretary of Defense to serve on the Committee without additional compensation; and

(3) representatives from the Administration, to be assigned by the Administrator to serve on the Committee without additional compensation, equal in number to the number of representatives assigned to serve on the Committee under paragraph (2).

\*                      \*                      \*                      \*                      \*

(d) Notwithstanding the provisions of any other law, any active or retired officer of the Army, Navy, or Air Force may serve as Chairman of the Liaison Committee without prejudice to his active or retired status as such officer. The compensation received by any such officer for his service as Chairman of the Liaison Committee shall be equal to the amount (if any) by which the compensation [fixed by subsection (a)(1)] for such Chairman exceeds his pay and allowances (including special and incentive pays) as an active officer, or his retired pay.

## SECTIONS 104 AND 105 OF TITLE 3, UNITED STATES CODE

## § 104. Salary of the Vice President.

The Vice President shall receive in full for his services during the term for which he shall have been elected the sum of **[\$35,000]** \$43,000 a year, to be paid monthly.

## § 105. Compensation of secretaries and executive, administrative, and staff assistants to President.

The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, *of the Executive Secretary of the National Aeronautics and Space Council*, and of eight other secretaries or other immediate staff assistants in the White House Office **[**, as follows: Two at rates not exceeding \$22,500 per annum, three at rates not exceeding \$21,000 per annum, seven at rates not exceeding \$20,000 per annum, and three at rates not exceeding \$18,500 per annum**]** *at rates of compensation not to exceed that of level II of the Federal Executive Salary Schedule.*

## THE FEDERAL EXECUTIVE PAY ACT OF 1956, AS AMENDED

(TITLE I OF PUBLIC LAW 854. EIGHTY-FOURTH CONGRESS; 5 U.S.C  
2201-2209)

### AN ACT

To adjust the rates of compensation of the heads of the executive departments and of certain other officials of the Federal Government, and for other purposes

*Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,*

## **[**TITLE I—BASIC COMPENSATION FOR HEADS OF EXECUTIVE DEPARTMENTS AND OTHER FEDERAL OFFICIALS

**[**SEC. 101. This title may be cited as "Federal Executive Pay Act of 1956".

**[**SEC. 102. The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$25,000.

- [**(1) Secretary of State.
- [**(2) Secretary of the Treasury.
- [**(3) Secretary of Defense.
- [**(4) Attorney General.
- [**(5) Postmaster General.
- [**(6) Secretary of the Interior.
- [**(7) Secretary of Agriculture.
- [**(8) Secretary of Commerce.
- [**(9) Secretary of Labor.
- [**(10) Secretary of Health, Education, and Welfare.

**[**SEC. 103. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$22,500.



- [(1) Director of the Bureau of the Budget.
- [(2) Comptroller General of the United States.
- [(3) Director, Office of Defense Mobilization.
- [(4) Under Secretary of State.
- [(5) Deputy Secretary of Defense.

[(b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$22,000.

- [(1) Secretary of the Army.
- [(2) Secretary of the Navy.
- [(3) Secretary of the Air Force.

(SEC. 104. (a) The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$21,000.

- [(1) Commissioner of Internal Revenue.
- [(2) Director of Central Intelligence.
- [(3) Director of the Federal Bureau of Investigation.
- [(4) Administrator of the Small Business Administration.
- [(5) Administrator of General Services.
- [(6) Administrator of the Housing and Home Finance Agency.
- [(7) Administrator of Veterans' Affairs.
- [(8) Director of the International Cooperation Administration.
- [(9) Director of the United States Information Agency.
- [(10) Governor of the Farm Credit Administration.
- [(11) President of the Export-Import Bank of Washington.
- [(12) Under Secretary of the Treasury.
- [(13) Under Secretary of the Treasury for Monetary Affairs.
- [(14) Deputy Postmaster General.
- [(15) Under Secretary of the Interior.
- [(16) Under Secretary of Agriculture.
- [(17) Under Secretary of Commerce.
- [(18) Under Secretary of Commerce for Transportation.
- [(19) Under Secretary of Labor.
- [(20) Under Secretary of Health, Education, and Welfare.

[(b) Notwithstanding the provisions of subsection (a), the annual rate of basic compensation of the Director of the Federal Bureau of Investigation shall be \$22,000 so long as such office is held by the present incumbent.

(SEC. 105. The annual rate of basic compensation of each of the offices or positions listed in this section shall be \$20,500.

- [(1) Chairman, Civil Aeronautics Board.
- [(2) Chairman of the United States Civil Service Commission.
- [(3) Chairman of the Council of Economic Advisers.
- [(4) Chairman, Federal Communications Commission.
- [(5) Chairman, Board of Directors, Federal Deposit Insurance Corporation.

[(6) Chairman of the Federal Maritime Board.

[(7) Chairman, Federal Power Commission.

[(8) Chairman, Board of Governors of the Federal Reserve System.

[(9) Chairman, Federal Trade Commission.

[(10) Chairman, Foreign Claims Settlement Commission of the United States.

- [(11) Chairman of the Federal Home Loan Bank Board.
- [(12) Chairman, Interstate Commerce Commission.
- [(13) Chairman, National Labor Relations Board.
- [(14) Chairman, National Mediation Board.

- [(15) Chairman, Railroad Retirement Board.
- [(16) Chairman of the Renegotiation Board.
- [(17) Chairman, Securities and Exchange Commission.
- [(18) Chairman, Subversive Activities Control Board.
- [(19) Chairman, Board of Directors of the Tennessee Valley Authority.

- [(20) Chairman, United States Tariff Commission.
- [(21) Comptroller of the Currency.
- [(22) Assistant Comptroller General of the United States.
- [(23) Deputy Administrator of the Federal Civil Defense Administration.

- [(24) Deputy Administrator of Veterans' Affairs.
- [(25) Deputy Director of the Bureau of the Budget.
- [(26) Deputy Director of Central Intelligence.
- [(27) Deputy Director of the Office of Defense Mobilization.
- [(28) Deputy Director of the United States Information Agency.
- [(29) Deputy Under Secretary of the Department of State (3).
- [(30) Director of the Federal Mediation and Conciliation Service.
- [(31) First Vice President of the Export-Import Bank of Washington.

[SEC. 106. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$20,000.

- [(1) Administrator, Bureau of Security and Consular Affairs, Department of State.

- [(2) Administrator of Civil Aeronautics.
- [(3) Administrator, Commodity Stabilization Service.
- [(4) Administrator of the Rural Electrification Administration.
- [(5) Administrator of the Small Business Administration.
- [(6) Administrator of the Saint Lawrence Seaway Development Corporation.

- [(7) Administrator, Wage and Hour and Public Contracts Divisions, Department of Labor.

- [(8) Archivist of the United States.
- [(9) Assistant Directors of the Bureau of the Budget (2).
- [(10) Assistant Postmasters General (5).
- [(11) Assistant Secretaries of Agriculture (3).
- [(12) Assistant Secretaries of Commerce (3).
- [(13) Assistant Secretaries of Defense (9).
- [(14) Assistant Secretaries of Health, Education, and Welfare (2).
- [(15) Assistant Secretaries of the Interior (3).
- [(16) Assistant Secretaries of Labor (4).
- [(17) Assistant Secretaries of State (11).
- [(18) Assistant Secretaries of the Treasury (3).
- [(19) Assistant Secretaries of the Air Force (4).
- [(20) Assistant Secretaries of the Army (4).
- [(21) Assistant Secretaries of the Navy (4).
- [(22) Associate Director of the Federal Bureau of Investigation.
- [(23) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

- [(24) Commissioner, Community Facilities, Housing and Home Finance Agency.

- [(25) Commissioner, Federal Housing Administration.
- [(26) Commissioner, Public Housing Administration.
- [(27) Commissioner, Urban Renewal Administration.



- [(28) Counselor of the Department of State.
- [(29) Deputy Administrator of the Housing and Home Finance Agency.
- [(30) Deputy Administrator of General Services.
- [(31) Director of the Administrative Office of the United States Courts.
- [(32) Director of the Bureau of Prisons.
- [(33) Director of the National Advisory Committee for Aeronautics.
- [(34) Director of the National Science Foundation.
- [(35) Director of Selective Service.
- [(36) Fiscal Assistant Secretary of the Treasury.
- [(37) General Counsel of the National Labor Relations Board.
- [(38) Librarian of Congress.
- [(39) President of the Federal National Mortgage Association.
- [(40) Public Printer.
- [(41) Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.
- [(42) Under Secretary of the Army.
- [(43) Under Secretary of the Navy.
- [(44) Under Secretary of the Air Force.
- [(45) Members of boards and commissions (excluding chairmen):
  - [(Civil Aeronautics Board (4).
  - [(United States Civil Service Commission (2).
  - [(Council of Economic Advisers (2).
  - [(Board of Directors of the Export-Import Bank of Washington (3).
  - [(Federal Communications Commission (6).
  - [(Federal Deposit Insurance Corporation (1).
  - [(Board of Governors of the Federal Reserve System (6).
  - [(Federal Maritime Board (2).
  - [(Foreign Claims Settlement Commission of the United States (2).
  - [(Federal Power Commission (4).
  - [(Federal Trade Commission (4).
  - [(Federal Home Loan Bank Board (2).
  - [(Interstate Commerce Commission (10).
  - [(National Labor Relations Board (4).
  - [(National Mediation Board (2).
  - [(Railroad Retirement Board (2).
  - [(Renegotiation Board (4).
  - [(Securities and Exchange Commission (4).
  - [(Subversive Activities Control Board (4).
  - [(Board of Directors of the Tennessee Valley Authority (2).
  - [(United States Tariff Commission (5).
- [(46) Commissioner of Social Security.
- [(46) Legal Adviser, Solicitor, or General Counsel of an executive department (excluding the Department of Justice).
- [(47) Commissioner of Education.
- [(48) General Counsel, United States Arms Control and Disarmament Agency.
- [(49) Public Affairs Advisor, United States Arms Control and Disarmament Agency.
- [(48) General Counsel of the General Accounting Office.

[(b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$19,000.

[(1) Architect of the Capitol.

[(2) Assistant to the Director of the Federal Bureau of Investigation.

[(3) Commissioner of the United States Court of Claims (12).

[(4) Governor of Alaska.

[(5) Governor of the Canal Zone.

[(6) Governor of Guam.

[(7) Governor of Hawaii.

[(8) Governor of the Virgin Islands.

[(9) General counsel of a military department.

[(10) Deputy Commissioner of the Internal Revenue Service.

[(11) Chief Council of the Internal Revenue Service.

[(12) Administrative Assistant Attorney General.

[(13) Administrative Assistant Secretary of the Interior.

[(14) Administrative Assistant Secretary of Agriculture.

[(15) Administrative Assistant Secretary of Labor.

[(16) Administrative Assistant Secretary of the Treasury.

[(17) Administrator, Farmers Home Administration.

[(18) Administrator, Soil Conservation Service, Department of Agriculture.

[(19) Chief Forester of the Forest Service, Department of Agriculture.

[(20) Commissioner of Customs.

[(21) Manager, Federal Crop Insurance Corporation, Department of Agriculture.

[(22) Deputy Administrator, Small Business Administration (4).

[(23) Commissioner of the Indian Claims Commission (3).

[(c) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$18,000.

[(1) Commissioner of the Indians Claims Commission (3).

[SEC. 107. (a) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$18,500.

[(1) Administrator, Agricultural Research Service, Department of Agriculture.

[(2) Administrator, Bonneville Power Administration.

[(3) Administrator, Farmers Home Administration.

[(4) Administrator, Soil Conservation Service, Department of Agriculture.

[(5) Assistant Architect of the Capitol.

[(6) Deputy Director of the Administrative Office of the United States Courts.

[(7) Associate Director of the Federal Mediation and Conciliation Service.

[(8) Chief Assistant Librarian of Congress.

[(9) Chief Forester of the Forest Service, Department of Agriculture.

[(10) Chief of Staff of the Joint Committee on Internal Revenue Taxation.

[(11) Commissioner of Customs.

[(12) Commissioner, Federal Supply Service, General Services Administration.

[(13) Commissioner of Immigration and Naturalization.



- [(14) Commissioner of Narcotics.
- [(15) Commissioner, Public Buildings Service.
- [(16) Commissioner of Public Roads.
- [(17) Commissioner of Reclamation.
- [(18) Commissioner of Social Security.
- [(19) Deputy Administrator of the Saint Lawrence Seaway Development Corporation.
- [(20) Deputy Commissioner of the Internal Revenue Service.
- [(21) Deputy Public Printer.
- [(22) Manager, Federal Crop Insurance Corporation, Department of Agriculture.
- [(23) Director of Coal Research, Department of the Interior.
- [(b) The annual rate of basic compensation of each of the offices or positions listed in this subsection shall be \$17,000.
- [(1) Deputy Administrator, Small Business Administration (3).
- [(2) Treasurer of the United States.

[SEC. 108. Except as otherwise specifically provided in this title the chairman or other head of each independent board or commission in the executive branch shall receive, during the period of his service as chairman or other head of such board or commission, annual basic compensation at a rate which is \$500 more than the annual rate of basic compensation prescribed by this title for the other members of such board or commission.

[SEC. 109. Section 105 of title 3 of the United States Code is amended to read as follows:

**[“§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President.**

[“The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, and of eight other secretaries or other immediate staff assistants in the White House Office, as follows: Two at rates not exceeding \$22,500 per annum, three at rates not exceeding \$21,000 per annum, seven at rates not exceeding \$20,000 per annum, and three at rates not exceeding \$18,500 per annum.”

[SEC. 110. (a) The Surgeon General of the Public Health Service shall receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$20,000 per annum in addition to such allowances.

[(b) The Deputy Surgeon General of the Public Health Service shall receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$19,000 per annum in addition to such allowances.

[(c) The Director, National Institutes of Health, the Chief, Bureau of Medical Services, and the Chief, Bureau of State Services, of the Public Health Service, shall each receive such compensation, in addition to his pay and allowances under the Career Compensation Act of 1949, as amended, as will make his compensation equal to \$17,500 per annum in addition to such allowances.

[SEC. 111. The annual compensation for each of the offices established by section 1(d) of Reorganization Plan Numbered 7 of 1953,

effective August 1, 1953 (67 Stat. 639) shall be established by the Secretary of State at a rate not more than \$19,000.

[SEC. 112. Section 2 of Public Law 565, Seventy-ninth Congress, approved July 30, 1946 (60 Stat. 712), is amended by striking out "\$12,000" and inserting in lieu thereof "\$15,000".

[SEC. 113. Section 527(b) of the Mutual Security Act of 1954, approved August 26, 1954 (Public Law 665, Eighty-third Congress (68 Stat. 832)) is amended by striking out "\$15,000 per annum" and inserting in lieu thereof "\$19,000 per annum".

[SEC. 114. (a) The compensation schedule for the General Schedule contained in section 603(b) of the Classification Act of 1949, as amended, is amended by striking out:

|             |          |         |         |         |
|-------------|----------|---------|---------|---------|
| "GS-17----- | 13, 975  | 14, 190 | 14, 405 | 14, 620 |
| GS-18-----  | 14, 800" |         |         |         |

and inserting in lieu thereof:

|             |          |         |         |         |         |
|-------------|----------|---------|---------|---------|---------|
| "GS-17----- | 13, 975  | 14, 190 | 14, 405 | 14, 620 | 14, 835 |
| GS-18-----  | 16, 000" |         |         |         |         |

[(b) The rates of basic compensation of officers and employees to whom this section applies shall be initially adjusted as follows:

[(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a scheduled rate of grade 17 or 18 of the General Schedule, he shall receive a rate of basic compensation at the corresponding scheduled rate in effect on and after such date;

[(2) If the officer or employee, immediately prior to the effective date of this section, is in a position in grade 17 of the General Schedule and is receiving basic compensation at a rate between two scheduled rates of such grade, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date;

[(3) If the officer or employee, immediately prior to the effective date of this section, is in a position in grade 17 of the General Schedule and is receiving basic compensation at a rate which is in excess of the maximum scheduled rate of his grade as provided in this section, he shall continue to receive such higher rate of basic compensation until (A) he leaves such position, or (B) he is entitled to receive basic compensation at a higher rate by reason of the operation of the Classification Act of 1949, as amended; but when such position becomes vacant, the rate of basic compensation of any subsequent appointee thereto shall be fixed in accordance with such Act, as amended.

[SEC. 115. The Postal Field Service Schedule in section 301(a) of the Act of June 10, 1955 (Public Law 68, 84th Congress), is amended by striking out:

|          |          |         |         |         |         |         |         |
|----------|----------|---------|---------|---------|---------|---------|---------|
| "18----- | 12, 500  | 12, 800 | 13, 100 | 13, 400 | 13, 700 | 14, 000 | 14, 300 |
| 19-----  | 13, 600  | 13, 900 | 14, 200 | 14, 500 | 14, 800 |         |         |
| 20-----  | 14, 800" |         |         |         |         |         |         |

and inserting in lieu thereof:

|          |          |         |         |         |         |         |         |
|----------|----------|---------|---------|---------|---------|---------|---------|
| "18----- | 12, 800  | 13, 100 | 13, 400 | 13, 700 | 14, 000 | 14, 300 | 14, 600 |
| 19-----  | 14, 000  | 14, 300 | 14, 600 | 14, 900 | 15, 200 |         |         |
| 20-----  | 16, 000" |         |         |         |         |         |         |



【SEC. 116. Section 3 of the Act of January 3, 1946, as amended (38 U.S.C. 15b), is hereby amended as follows:

【(a) The last sentence of section 3(b) is amended to read: "During the period of his service as such, the Chief Medical Director shall be paid a salary of \$17,800 a year."

【(b) The last sentence of section 3(c) is amended to read: "During the period of his service as such, the Deputy Chief Medical Director shall be paid a salary of \$16,800 a year."

【(c) That portion of section 3(d) which precedes the proviso is amended to read: "Each Assistant Chief Medical Director shall be appointed by the Administrator upon the recommendation of the Chief Medical Director and shall be paid a salary of \$15,800."

【SEC. 117. (a) The first section of the Act approved August 1, 1947 (61 Stat. 715; Public Law 313, Eightieth Congress), as amended, relating to salary limitations on research and development positions requiring the services of specially qualified scientific or professional personnel in certain departments and agencies, is amended by striking out "\$10,000" and "\$15,000" and inserting in lieu thereof "\$12,500" and "\$19,000", respectively.

【(b) Section 208(g) of the Public Health Service Act, as amended (42 U.S.C. 210(g)), relating to salary limitations on research and development positions requiring the services of specially qualified scientific or professional personnel in the Public Health Service is amended by striking out "\$10,000" and "\$20,000" and inserting in lieu thereof "\$12,500" and "\$19,000", respectively.

【SEC. 118. The salary amendments contained in section 117 shall not affect the authority of the Civil Service Commission or the procedure for fixing the pay of individual officers or employees under the statutes therein amended; except that the existing rate of basic compensation of any officer or employee to whom such section applies which is less than a rate of \$12,500 per annum shall be increased to such rate on the effective date of this title.

【SEC. 119. Section 12 of the Act of May 29, 1884, as amended (21 U.S.C. 113a), relating to salary limitation on technical experts or scientists for research and study of foot-and-mouth disease and other animal diseases, is hereby amended by striking out "\$15,000" and inserting in lieu thereof "\$19,000".

【SEC. 120. This title shall take effect at the beginning of the first pay period commencing after June 30, 1956.】

## TITLE 10, UNITED STATES CODE

### CHAPTER 4.—DEPARTMENT OF DEFENSE

\* \* \* \* \*

#### § 137. General Counsel: appointment; powers and duties.

(a) There is a General Counsel of the Department of Defense, appointed from civilian life by the President, by and with the advice and consent of the Senate.

(b) The General Counsel is the chief legal officer of the Department of Defense. He shall perform such functions as the Secretary of Defense may prescribe.

[(c) The General Counsel shall receive compensation at the rate prescribed by law for assistant secretaries of executive departments.]

\* \* \* \* \*

#### CHAPTER 47.—UNIFORM CODE OF MILITARY JUSTICE

\* \* \* \* \*

### § 867. Art. 67. Review by the Court of Military Appeals.

(a)(1) There is a Court of Military Appeals, located for administrative purposes in the Department of Defense. The Court of Military Appeals consists of three judges appointed from civil life by the President, by and with the advice and consent of the Senate, for a term of fifteen years. Not more than two of the judges of that court may be appointed from the same political party, nor is any person eligible for appointment to the court who is not a member of the bar of a Federal court or of the highest court of a State. Each judge is entitled to a salary of ~~[\$25,500]~~ \$33,000 a year and is eligible for reappointment. The President shall designate from time to time one of the judges to act as Chief Judge. The Court of Military Appeals may prescribe its own rules of procedure and determine the number of judges required to constitute a quorum. A vacancy in the court does not impair the right of the remaining judges to exercise the powers of the court. Upon his certificate, each judge is entitled to be paid by the Secretary of Defense (1) all necessary traveling expenses, and (2) his reasonable maintenance expenses, but not more than \$15 a day, incurred while attending court or transacting official business outside the District of Columbia.

(2) The terms of office of the three judges first taking office after February 28, 1951, expire, as designated by the President at the time of nomination, one of May 1, 1956, one on May 1, 1961, and one on May 1, 1966. The terms of office of all successors expire 15 years after the expiration of the terms for which their predecessors were appointed, but any judge appointed to fill a vacancy occurring before the expiration of the term for which his predecessor was appointed may be appointed only for the unexpired term of his predecessor.

(3) Judges of the Court of Military Appeals may be removed by the President, upon notice and hearing, for neglect of duty or malfeasance in office, or for mental or physical disability, but for no other cause.

(4) If a Judge of the Court of Military Appeals is temporarily unable to perform his duties because of illness or other disability, the President may designate a judge of a United States Court of Appeals to fill the office for the period of disability.

(b) The Court of Military Appeals shall review the record in—

(1) all cases in which the sentence, as affirmed by a board of review, affects a general or flag officer or extends to death;

(2) all cases reviewed by a board of review which the Judge Advocate General orders sent to the Court of Military Appeals for review; and

(3) all cases reviewed by a board of review in which, upon petition of the accused and on good cause shown, the Court of Military Appeals has granted a review.

(c) The accused has 30 days from the time when he is notified of the decision of a board of review to petition the Court of Military



Appeals for review. The court shall act upon such a petition within 30 days of the receipt thereof.

(d) In any case reviewed by it, the Court of Military Appeals may act only with respect to the findings and sentence as approved by the convening authority and as affirmed or set aside as incorrect in law by the board of review. In a case which the Judge Advocate General orders sent to the Court of Military Appeals, that action need be taken only with respect to the issues raised by him. In a case reviewed upon petition of the accused, that action need be taken only with respect to issues specified in the grant of review. The Court of Military Appeals shall take action only with respect to matters of law.

(e) If the Court of Military Appeals sets aside the findings and sentence, it may, except where the settings aside is based on lack of sufficient evidence in the record to support the findings, order a rehearing. If it sets aside the findings and sentence and does not order a rehearing, it shall order that the charges be dismissed.

(f) After it has acted on a case, the Court of Military Appeals may direct the Judge Advocate General to return the record to the board of review for further review in accordance with the decision of the court. Otherwise, unless there is to be further action by the President or the Secretary concerned, the Judge Advocate General shall instruct the convening authority to take action in accordance with that decision. If the court has ordered a rehearing, but the convening authority finds a rehearing impracticable, he may dismiss the charges.

(g) The Court of Military Appeals and the Judge Advocates General shall meet annually to make a comprehensive survey of the operation of this chapter and report to the Committees on Armed Services of the Senate and of the House of Representatives and to the Secretary of Defense, the Secretaries of the military departments, and the Secretary of the Treasury, the number and status of pending cases and any recommendations relating to uniformity of policies as to sentences, amendments to this chapter, and any other matters considered appropriate.

\* \* \* \* \*

### CHAPTER 303.—DEPARTMENT OF THE ARMY

Sec.

3011. Department of the Army: seal.

3012. Secretary of the Army: powers and duties; delegation by【; compensation】.

3013. Under Secretary of the Army: Assistant Secretaries of the Army.

3014. Comptroller of the Army: appointment; functions.

3015. Chief of National Guard Bureau: appointment; acting chief.

3016. Administrative Assistant.

3017. Secretary of the Army; successors to duties.

【3018. Compensation of General Counsel.】

\* \* \* \* \*

#### § 3012. Secretary of the Army: powers and duties; delegation by【; compensation】.

(a) There is a Secretary of the Army, who is the head of the Department of the Army.

(b) The Secretary is responsible for and has the authority necessary to conduct all affairs of the Department of the Army, including—

(1) functions necessary or appropriate for the training, operations, administration, logistical support and maintenance, welfare, preparedness, and effectiveness of the Army, including research and development; and

(2) such other activities as may be prescribed by the President or the Secretary of Defense as authorized by law.

He shall perform such other duties relating to Army affairs, and conduct the business of the Department in such manner, as the President or the Secretary of Defense may prescribe. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.

(c) The Secretary may assign such of his duties as he considers appropriate to the Under Secretary of the Army and to the Assistant Secretaries of the Army. Officers of the Army shall, as directed by the Secretary, report on any matter to the Secretary, the Under Secretary, or an Assistant Secretary.

(d) The Secretary or, as he may prescribe, the Under Secretary or an Assistant Secretary shall supervise all matters relating to—

(1) the procurement activities of the Department of the Army; and

(2) planning for the mobilization of materials and industrial organizations essential to the wartime needs of the Army.

(e) The Secretary, as he considers appropriate, may assign, detail, and prescribe the duties of members of the Army and civilian personnel of the Department of the Army.

(f) The Secretary may change the title of any other officer, or of any activity, of the Department of the Army.

(g) The Secretary may prescribe regulations to carry out his functions, powers, and duties under this title.

[(h) The compensation of the Secretary is \$22,000 a year.]

### **§ 3013. Under Secretary of the Army; Assistant Secretaries of the Army.**

(a) There are an Under Secretary of the Army and three Assistant Secretaries of the Army in the Department of the Army. They shall be appointed from civilian life by the President, by and with the advice and consent of the Senate.

[(b) The compensation of the Under Secretary and of each of the four Assistant Secretaries is \$20,000 a year.]

\* \* \* \* \*

### **§ 3018. Compensation of General Counsel.**

[(The compensation of the General Counsel of the Department of the Army is \$19,000 a year.)]

\* \* \* \* \*

## **CHAPTER 503.—DEPARTMENT OF THE NAVY**

Sec.

5011. Composition.

5012. United States Navy: composition; functions.

5013. United States Marine Corps: composition; functions.

5014. Compensation of General Counsel.]

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### **§ 5014. Compensation of General Counsel.**

[(The compensation of the General Counsel of the Department of the Navy is \$19,000 a year.)]

\* \* \* \* \*



**CHAPTER 505.—SECRETARY, UNDER SECRETARY, AND ASSISTANT SECRETARIES OF THE NAVY**

Sec.

5031. Secretary of the Navy: responsibilities[; compensation].  
 5032. Secretary of the Navy: powers with respect to Coast Guard.  
 5033. Under Secretary of the Navy: appointment; duties[; compensation].  
 5034. Assistant Secretaries of the Navy: appointment; duties; compensation.  
 5035. Assistant Secretary of the Navy for Air: appointment; duties; compensation.  
 5036. Secretary of the Navy: succession to duties.

**§ 5031. Secretary of the Navy: responsibilities[; compensation].**

(a) There is a Secretary of the Navy, who is the head of the Department of the Navy. He shall administer the Department of the Navy under the direction, authority, and control of the Secretary of Defense. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.

(b) The Secretary of the Navy shall execute such orders as he receives from the President relative to—

- (1) the procurement of naval stores and material;
- (2) the construction, armament, equipment, and employment of naval vessels; and
- (3) all matters connected with the Department of the Navy.

(c) The Secretary of the Navy has custody and charge of all books, records, and other property of the Department.

[(d) The compensation of the Secretary of the Navy is \$22,000 a year.]

\* \* \* \* \*

**§ 5033. Under Secretary of the Navy: appointment; duties[; compensation].**

(a) There is an Under Secretary of the Navy, appointed from civil life by the President, by and with the advice and consent of the Senate.

(b) The Under Secretary shall perform such duties as the Secretary of the Navy prescribes.

[(c) The compensation of the Under Secretary is \$20,000 a year.]

\* \* \* \* \*

**CHAPTER 803.—DEPARTMENT OF THE AIR FORCE**

Sec.

8011. Department of the Air Force: seal.  
 8012. Secretary of the Air Force: powers and duties; delegation by[; compensation].  
 8013. Under Secretary of the Air Force; Assistant Secretaries of the Air Force.  
 8014. Comptroller of the Air Force: appointment; functions.  
 8017. Secretary of the Air Force: successors to duties.  
 [8018. Compensation of General Counsel.]

\* \* \* \* \*

**§ 8012. Secretary of the Air Force: powers and duties: delegation by[; compensation].**

(a) There is a Secretary of the Air Force appointed from civilian life by the President, by and with the advice and consent of the Senate. The Secretary is the head of the Department of the Air Force.

(b) The Secretary is responsible for and has the authority necessary to conduct all affairs of the Department of the Air Force, including—

(1) functions necessary or appropriate for the training, operations, administration, logistical support and maintenance, welfare, preparedness, and effectiveness of the Air Force, including research and development; and

(2) such other activities as may be prescribed by the President or the Secretary of Defense as authorized by law.

He shall perform such other duties relating to Air Force affairs, and conduct the business of the Department in such manner, as the President or the Secretary of Defense may prescribe. The Secretary is responsible to the Secretary of Defense for the operation and efficiency of the Department. After first informing the Secretary of Defense, the Secretary may make such recommendations to Congress relating to the Department of Defense as he may consider appropriate.

(c) The Secretary may assign such of his functions, powers, and duties as he considers appropriate to the Under Secretary of the Air Force and to the Assistant Secretaries of the Air Force. Officers of the Air Force shall, as directed by the Secretary, report on any matter to the Secretary, the Under Secretary, or an Assistant Secretary.

(d) The Secretary or, as he may prescribe, the Under Secretary or an Assistant Secretary shall supervise all matters relating to—

(1) the procurement activities of the Department of the Air Force;

(2) planning for the mobilization of materials and industrial organizations essential to the wartime needs of the Air Force; and

(3) activities of the reserve components of the Air Force.

(e) The Secretary, as he considers appropriate, may assign, detail, and prescribe the duties of the members of the Air Force and civilian personnel of the Department of the Air Force.

(f) The Secretary may prescribe regulations to carry out his functions, powers, and duties under this title.

[(g) The compensation of the Secretary is \$22,000 a year.]

### **§ 8013. Under Secretary of the Air Force; Assistant Secretaries of the Air Force.**

(a) There are an Under Secretary of the Air Force and three Assistant Secretaries of the Air Force in the Department of the Air Force. They shall be appointed from civilian life by the President, by and with the advice and consent of the Senate.

[(b) The compensation of the Under Secretary and of each of the four Assistant Secretaries is \$20,000 a year.]

\* \* \* \* \*

### **[§ 8018. Compensation of General Counsel.**

[The compensation of the General Counsel of the Department of the Air Force is \$19,000 a year.]

## **SECTION 304 OF PUBLIC LAW 87-651 (76 STAT. 526)**

### **[COMPENSATION OF ASSISTANT SECRETARIES OF NAVY**

[SEC. 304. The compensation of each of the Assistant Secretaries of the Navy is \$20,000 a year.]



**ATOMIC ENERGY ACT OF 1954, AS AMENDED (68 STAT.  
924-926; 71 STAT. 612)**

\* \* \* \* \*

**SEC. 22. MEMBERS.—**

a. Members of the Commission shall be appointed by the President, by and with the advice and consent of the Senate. In submitting any nomination to the Senate, the President shall set forth the experience and qualifications of the nominee. The term of office of each member of the Commission taking office after June 30, 1950, shall be five years, except that (1) the terms of office of the members first taking office after June 30, 1950, shall expire, as designated by the President at the time of the appointment, one at the end of one year, one at the end of two years, one at the end of three years, one at the end of four years, and one at the end of five years, after June 30, 1950; and (2) any member appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed, shall be appointed for the remainder of such term. Any member of the Commission may be removed by the President for inefficiency, neglect of duty, or malfeasance in office. [Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum.]

\* \* \* \* \*

**SEC. 24. GENERAL MANAGER, DEPUTY AND ASSISTANT GENERAL MANAGERS.—**There is hereby established within the Commission—

a. a General Manager, who shall be the chief executive officer of the Commission, and who shall discharge such of the administrative and executive functions of the Commission as the Commission may direct. The General Manager shall be appointed by the Commission, shall serve at the pleasure of the Commission, *and* shall be removable by the Commission[, and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum].

b. a Deputy General Manager, who shall act in the stead of the General Manager during his absence when so directed by the General Manager, and who shall perform such other administrative and executive functions as the General Manager shall direct. The Deputy General Manager shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, *and* shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum].

c. Assistant General Managers, or their equivalents (not to exceed a total of three positions), who shall perform such administrative and executive functions as the General Manager shall direct. They shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, *and* shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum].

**SEC. 25. DIVISIONS, OFFICES, AND POSITIONS.—**There is hereby established within the Commission—

a. a Division of Military Application and such other program divisions (not to exceed ten in number) as the Commission may determine to be necessary to the discharge of its responsibilities, including a division or divisions the primary responsibilities of which include the development and application of civilian uses of atomic energy. Each such division shall be under the direction of a Director who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum]. The Director of the Division of Military Application shall be an active member of the Armed Forces. The Commission shall require each such division to exercise such of the Commission's administrative and executive powers as the Commission may determine;

b. an Office of the General Counsel under the direction of the General Counsel who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum]; and

c. an Inspection Division under the direction of a Director who shall be appointed by the Commission [and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum]. The Inspection Division shall be responsible for gathering information to show whether or not the contractors, licensees, and officers and employees of the Commission are complying with the provisions of this Act (except those provisions for which the Federal Bureau of Investigation is responsible) and the appropriate rules and regulations of the Commission.

d. such other executive management positions (not to exceed six in number) as the Commission may determine to be necessary to the discharge of its responsibilities. Such positions shall be established by the General Manager with the approval of the Commission. They shall be appointed by the General Manager with the approval of the Commission, shall serve at the pleasure of the General Manager, and shall be removable by the General Manager[, and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum].

\* \* \* \* \*

SEC. 27. MILITARY LIAISON COMMITTEE.—There is hereby established a Military Liaison Committee consisting of—

a. a Chairman, who shall be the head thereof and who shall be appointed by the President, by and with the advice and consent of the Senate, who shall serve at the pleasure of the President[, and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense]; and

\* \* \* \* \*

SEC. 28. APPOINTMENT OF ARMY, NAVY, OR AIR FORCE OFFICERS.—Notwithstanding the provisions of any other law, any active officer of the Army, Navy, or Air Force may serve as Director of the Division of Military Application without prejudice to his commissioned status as such officer. Any such officer serving as Director of the Division of Military Application shall receive in addition to his pay and allowances, including special and incentive pays, an amount equal to the



difference between such pay and allowances, including special and incentive pays, and the compensation [prescribed in section 25] established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964. Notwithstanding the provisions of any other law, any active or retired officer of the Army, Navy, or Air Force may serve as Chairman of the Military Liaison Committee without prejudice to his active or retired status as such officer. Any such officer serving as Chairman of the Military Liaison Committee shall receive, in addition to his pay and allowances, including special and incentive pays, or in addition to his retired pay, an amount equal to the difference between such pay and allowances, including special and incentive pays, or between his retired pay, and the compensation prescribed for the Chairman of the Military Liaison Committee.

## SECTION 2 OF REORGANIZATION PLAN NO. 1 OF 1958, AS AMENDED (72 STAT. 1799 AND 861; 75 STAT. 630)

SEC. 2. *Office of Emergency Planning.* (a) Subject to the provision of this reorganization plan, the Office of Defense Mobilization and the Federal Civil Defense Administration are hereby consolidated to form a new agency in the Executive Office of the President which shall be known as the Office of Emergency Planning, hereinafter referred to as the "Office".

(b) There shall be at the head of the Office a Director of the Office of Emergency Planning, who shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments].

(c) There shall be in the Office a Deputy Director of the Office of Emergency Planning, who shall be appointed by the President by and with the advice and consent of the Senate, [shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203),] shall perform such functions as shall be delegated or assigned to him pursuant to the provisions of this reorganization plan, and shall act as Director during the absence or disability of the Director or in the event of a vacancy in the office of Director.

(d) There shall be in the Office three Assistant Directors of the Office of Emergency Planning, each of whom shall be appointed by the President by and with the advice and consent of the Senate, [shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments,] and shall perform such functions as shall be delegated or assigned to him pursuant to the provisions of this reorganization plan.

\* \* \* \* \*

## SECTION 2 OF THE ACT OF MAY 26, 1949, AS AMENDED (63 STAT. 111; 73 STAT. 265)

SEC. 2. (a) The Secretary of State and the officers referred to in section 1 of this Act, as amended, shall be appointed by the President, by and with the advice and consent of the Senate. The Counselor of the Department of State and the Legal Adviser who are required to be appointed by the President, by and with the advice and consent

of the Senate, shall rank equally with [and shall receive the same salary as] the Assistant Secretaries of State. Any such officer holding office at the time the provisions of this Act, as amended, become effective shall not be required to be reappointed by reason of the enactment of this Act, as amended. [Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State.]

(b) There is established in the Department of State an Office which shall be entitled as designated by the President, either Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs, which Office shall be filled by appointment by the President, by and with the advice and consent of the Senate. The incumbent of such Office [shall receive compensation at the rate of \$22,000 a year and] shall perform such duties as may be prescribed by the Secretary of State. Any provision of law vesting authority in the "Under Secretary of State for Economic Affairs", or any other reference with respect thereto, is hereby amended to vest such authority in the Secretary of State.

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## FEDERAL AVIATION ACT OF 1958, AS AMENDED (72 STAT. 741, 744)

\* \* \* \* \*

### TITLE II—CIVIL AERONAUTICS BOARD; GENERAL POWERS OF BOARD

#### CONTINUATION OF EXISTING BOARD

##### General

SEC. 201. (a)(1) The Civil Aeronautics Board, created and established under the name "Civil Aeronautics Authority" by section 201 of the Civil Aeronautics Act of 1938 and redesignated as the "Civil Aeronautics Board" by Reorganization Plan No. IV of 1940, is hereby continued as an agency of the United States, and shall continue to be composed of five members appointed by the President, by and with the advice and consent of the Senate, for terms of six years, beginning upon the expiration of the terms for which their predecessors were appointed, except that any person appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed shall be appointed only for the remainder of such term; but upon the expiration of his term of office a member shall continue to serve until his successor is appointed and shall have qualified.

(2) The members of the Board may be removed by the President for inefficiency, neglect of duty, or malfeasance in office. No more than three of the members shall be appointed from the same political party. The President shall designate annually one of the members of the Board to serve as chairman and one of the members to serve as vice chairman, who shall act as chairman in the absence or incapacity of the chairman. [Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as chairman shall receive a salary at the rate of \$20,500 per annum.]

\* \* \* \* \*



# TITLE III—ORGANIZATION OF AGENCY AND POWERS AND DUTIES OF ADMINISTRATOR

## CREATION OF AGENCY

### General

SEC. 301. (a) There is hereby established the Federal Aviation Agency, referred to in this Act as the "Agency". The Agency shall be headed by an Administrator who shall be appointed by the President, by and with the advice and consent of the Senate [ , and who shall receive compensation at the rate of \$22,500 per annum ]. The Administrator shall be responsible for the exercise of all powers and the discharge of all duties of the Agency, and shall have authority and control over all personnel and activities thereof. In the exercise of his duties and the discharge of his responsibilities under this Act, the Administrator shall not submit his decisions for the approval of, nor be bound by the decisions or recommendations of, any committee, board, or other organization created by Executive order.

\* \* \* \* \*

## ORGANIZATION OF AGENCY

### Deputy Administrator

SEC. 302. (a) There shall be a Deputy Administrator of the Agency who shall be appointed by the President by and with the advice and consent of the Senate. The Deputy Administrator [ shall receive compensation at the rate of \$20,500 per annum, and ] shall perform such duties and exercise such powers as the Administrator shall prescribe. The Deputy Administrator shall act for, and exercise the powers of, the Administrator during his absence or disability.

\* \* \* \* \*

## SECTIONS 22, 23, AND 24 OF THE ARMS CONTROL AND DISARMAMENT ACT (75 STAT. 632)

### DIRECTOR

SEC. 22. The Agency shall be headed by a Director, who shall serve as the principal adviser to the Secretary of State and the President on arms control and disarmament matters. In carrying out his duties under this Act the Director shall, under the direction of the Secretary of State, have primary responsibility within the Government for arms control and disarmament matters, as defined in this Act. He shall be appointed by the President, by and with the advice and consent of the Senate. [ He shall receive compensation at the rate of \$22,500 per annum. ]

### DEPUTY DIRECTOR

SEC. 23. A Deputy Director of the Agency shall be appointed by the President, by and with the advice and consent of the Senate. [ He shall receive compensation at the rate of \$21,500 per annum. ] The Deputy Director shall perform such duties and exercise such powers as the Director may prescribe. He shall act for, and exercise the powers of, the Director during his absence or disability or during a vacancy in said office.

## ASSISTANT DIRECTORS

SEC. 24. Not to exceed four Assistant Directors may be appointed by the President, by and with the advice and consent of the Senate. **【They shall receive compensation at the rate of \$20,000 per annum.】** They shall perform such duties and exercise such powers as the Director may prescribe.

## SECTION 3 OF THE ACT OF MARCH 2, 1955 (69 STAT. 10)

**【SEC. 3. (a)** The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

**【(b)** The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.

**【(c)** The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum. **】**

## SECTION 102(c) AND SECTION 201 OF REORGANIZATION PLAN NUMBERED 7 OF 1961 (75 STAT. 840, 842)

## PART I—FEDERAL MARITIME COMMISSION

\* \* \* \* \*

SEC. 102. *Composition of the Commission.*—(a)

\* \* \* \* \*

(c) Of the first five Commissioners appointed hereunder, one shall be appointed for a term expiring on June 30, 1962, one for a term expiring on June 30, 1963, one for a term expiring on June 30, 1964, and two for terms expiring on June 30, 1965. Their successors shall be appointed for terms of four years, except that any person chosen to fill a vacancy shall be appointed only for the unexpired term of the Commissioner whom he succeeds. Not more than three of the Commissioners shall be appointed from the same political party. A vacancy in the office of any such Commissioner shall be filled in the same manner as the original appointment. **【The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum.】**

\* \* \* \* \*

SECTION 201. *Maritime Administrator.*—There shall be at the head of the Maritime Administration (established by the provisions of part II of Reorganization Plan No. 21 of 1950) a Maritime Administrator who shall be appointed by the President, by and with the advice and consent of the Senate, **【shall receive a salary at the rate of \$20,000 per annum,】** and shall perform such duties as the Secretary of Commerce shall prescribe.

## FOURTH SENTENCE OF SECTION 4(a) OF THE SECURITIES EXCHANGE ACT OF 1934, AS AMENDED (74 STAT. 408 AND 913)

SEC. 4. (a) \* \* \* Each Commissioner **【shall receive a salary at the rate of \$20,000 a year, except that the chairman shall receive additional salary at the rate of \$500 a year and】** shall hold office for a term of five years and until his successor is appointed and has qualified,



except that he shall not so continue to serve beyond the expiration of the next session of Congress subsequent to the expiration of said fixed term of office, and except (1) any Commissioner appointed to fill a vacancy occurring prior to the expiration of the term for which his predecessor was appointed shall be appointed for the remainder of such term, and (2) the terms of office of the Commissioners first taking office after the enactment of this title shall expire as designated by the President at the time of nomination, one at the end of one year, one at the end of two years, one at the end of three years, one at the end of four years, and one at the end of five years, after the date of the enactment of this title. \* \* \*

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## **SECTION 8 OF THE FOOD ADDITIVES AMENDMENT OF 1958 (72 STAT. 1789)**

**[SEC. 8. The annual rate of basic compensation of the Commissioner of Food and Drugs shall be \$20,000.]**

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## **SECTION 3 OF THE AREA REDEVELOPMENT ACT (75 STAT. 48)**

### **AREA REDEVELOPMENT ADMINISTRATOR**

**SEC. 3.** There shall be appointed by the President, by and with the advice and consent of the Senate, an Area Redevelopment Administrator in the Department of Commerce **[who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce]**. The Administrator shall perform such duties in the execution of this Act as the Secretary of Commerce (hereinafter referred to as the "Secretary") may assign.

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## **SECTION 203(b)(1) OF THE NATIONAL SECURITY ACT OF 1947 (72 STAT. 520)**

(b)(1) There shall be a Director of Defense Research and Engineering who shall be appointed from civilian life by the President by and with the advice and consent of the Senate, who shall take precedence in the Department of Defense after the Secretary of Defense, the Deputy Secretary of Defense, the Secretary of the Army, the Secretary of the Navy, and the Secretary of the Air Force. The Director performs such duties with respect to research and engineering as the Secretary of Defense may prescribe, including, but not limited to, the following: (i) to be the principal adviser to the Secretary of Defense on scientific and technical matters; (ii) to supervise all research and engineering activities in the Department of Defense; and (iii) to direct and control (including their assignment or reassignment) research and engineering activities that the Secretary of Defense deems to require centralized management. **[The compensation of the Director is that prescribed by law for the Secretaries of the military departments.]**

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## **SECTION 303(a) OF TITLE 23, UNITED STATES CODE**

### **§ 303. Bureau organization.**

(a) The Bureau of Public Roads shall be in the Department of Commerce as a primary unit administered by the Federal Highway

Administrator, appointed by the President by and with the advise and consent of the Senate. The Administrator [shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and] shall perform such duties as the Secretary of Commerce may prescribe or as may be required by law. There shall be a Deputy Federal Highway Administrator, who shall be appointed by the Secretary and perform such duties as may be prescribed by the Federal Highway Administrator. [The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator.]

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**THE LAST PROVISIO IN THE PARAGRAPH UNDER THE HEADING "IMMIGRATION AND NATURALIZATION SERVICE" AND UNDER THE SUBHEADING "SALARIES AND EXPENSES" IN THE DEPARTMENT OF JUSTICE APPROPRIATION ACT, 1959 (72 STAT. 251; 5 U.S.C. 2206 NOTE)**

[*Provided further*, That, hereafter the compensation of the Commissioner of the immigration and Naturalization Service shall be \$20,000 per annum]

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**SECTION 3 OF TITLE 35, UNITED STATES CODE**

**§ 3. Officers and employees.**

A Commissioner of Patents, one first assistant commissioner, two assistant commissioners, and not more than fifteen examiners-in-chief, shall be appointed by the President, by and with the advice and consent of the Senate. The assistant commissioners shall perform the duties pertaining to the office of commissioner assigned to them by the Commissioner. The first assistant commissioner, or, in the event of a vacancy in that office, the assistant commissioner senior in date of appointment, shall fill the office of Commissioner during a vacancy in that office until a Commissioner is appointed and takes office. The Secretary of Commerce, upon the nomination of the Commissioner in accordance with law, shall appoint all other officers and employees.

[The annual rate of compensation of the Commissioner shall be \$20,000.] The Secretary of Commerce is authorized to fix the per annum rate of basic compensation of each examiner-in-chief in the Patent Office at not in excess of the maximum scheduled rate provided for positions in grade 17 of the General Schedule of the Classification Act of 1949, as amended.

The Secretary of Commerce may vest in himself the functions of the Patent Office and its officers and employees specified in this title and may from time to time authorize their performance by any other officer or employee.

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**SECTION 4(a) OF THE PEACE CORPS ACT (75 STAT. 612)**

**DIRECTOR OF THE PEACE CORPS AND DELEGATION OF FUNCTIONS**

SEC. (a) The President may appoint, by and with the advice and consent of the Senate, a Director of the Peace Corps[, whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum,] and a Deputy Director of the Peace Corps



[, whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum].

\* \* \* \* \*

#### SECTION 4 OF THE INTERNATIONAL TRAVEL ACT OF 1961 (75 STAT. 130)

SEC. 4. There is hereby established in the Department of Commerce a United States Travel Service which shall be headed by a Director who shall be appointed by the President, by and with the advice and consent of the Senate, [who shall be compensated at the rate of \$19,000 per annum,] and who shall report directly to the Secretary. All duties and responsibilities of the Secretary under this Act shall be exercised directly by the Secretary or by the Secretary through the Director.

#### SECTION 14(b) OF THE FEDERAL EMPLOYEES HEALTH BENEFITS ACT OF 1959 (73 STAT. 716)

[(b) The rate of basic compensation of the Executive Director of the United States Civil Service Commission shall be \$19,000 per annum.]

#### SECTION 107(c) OF THE RENEGOTIATION ACT OF 1951 (73 STAT. 211)

(c) There shall be a General Counsel of the Renegotiation Board who shall be appointed by the Board without regard to the civil-service laws and regulations[, and shall receive compensation at the rate of \$19,000 per annum]. \* \* \*

#### SECTION 201 (a) AND (b) OF THE NATIONAL CAPITAL TRANS- PORTATION ACT OF 1960 (74 STAT. 538)

##### NATIONAL CAPITAL TRANSPORTATION AGENCY

SEC. 201. (a) There is hereby established the National Capital Transportation Agency (hereinafter referred to as the "Agency"). The Agency shall be subject to the direction and supervision of the President, or the head of such department or agency as he may designate. The Agency shall be headed by an Administrator who shall be appointed by the President, by and with the advice and consent of the Senate[, and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum].

(b) To assist the Administrator in the execution of the functions vested in the Agency there shall be a Deputy Administrator who shall be appointed by the President, by and with the advice and consent of the Senate[, and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended]. The Deputy Administrator shall perform such duties as the Administrator may from time to time designate and shall be Acting Administrator during the absence or disability of the Administrator.

## SECTION 624 OF THE FOREIGN ASSISTANCE ACT OF 1961 (75 STAT. 447-449; 76 STAT. 262)

SEC. 624. STATUTORY OFFICERS.—(a) The President may appoint, by and with the advice and consent of the Senate, twelve officers in the agency primarily responsible for administering part I, [of whom—

[(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an Executive Department;

[(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an Executive Department; and

[(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an Executive Department,] and in the selection of one of such persons due consideration shall be given to persons qualified as professional engineers.

\* \* \* \* \*

(d)(1) In addition to the officers provided for in subsection (a) of this section, there shall be in the Department of State an officer with the title of "Inspector General, Foreign Assistance," who shall be appointed by the President, by and with the advice and consent of the Senate. In addition, there shall be one Deputy Inspector General, Foreign Assistance, and two Assistant Inspector Generals, Foreign Assistance, who shall be appointed by the President, and such other personnel as may be required to carry out the functions vested in the Inspector General, Foreign Assistance, by this subsection. Notwithstanding any other provisions of law, such of the personnel employed under the authority of section 533A of the Mutual Security Act of 1954, as amended, as the Inspector General, Foreign Assistance, may designate, and such of the property, records, and funds of the office established by such section 533A as the Inspector General, Foreign Assistance, may deem necessary, may be transferred to the office of the Inspector General, Foreign Assistance. [The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,500 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually.]

(2) The Inspector General, Foreign Assistance, shall report directly to the Secretary of State and shall have the following duties and responsibilities:

(A) He shall arrange for, direct or conduct such reviews, inspections and audits of programs being conducted under part I of this Act and of the Peace Corps, and programs being conducted by United States Government agencies under Public Law 86-735, as he considers necessary for the purpose of ascertaining the efficiency and the economy of their administration, their consonance with the foreign policy of the United States, and the attainment of their objectives.

(B) For the purpose of ascertaining the extent to which programs of assistance being carried out under part II of this Act and the Agricultural Trade Development and Assistance Act of 1954, as amended, are in consonance with the foreign policy of the United States, are aiding in the attainment of the objectives



of this Act, and are being carried out consistently with the responsibilities with respect thereto of the respective United States chiefs of missions and of the Secretary of State, as well as the efficiency and the economy with which such responsibilities are discharged, he shall arrange for, direct or conduct such reviews, inspections and audits of programs of assistance under part II of this Act and the Agricultural Trade Development and Assistance Act of 1954, as amended, as he considers necessary.

(3) The Inspector General, Foreign Assistance, shall maintain continuous observation and review of programs with respect to which he has responsibilities under paragraph (2) of this subsection for the purpose of—

(A) determining the extent to which such programs are in compliance with applicable laws and regulations;

(B) making recommendations for the correction of deficiencies in, or for improving the organization, plans or procedures of, such programs; and

(C) evaluating the effectiveness of such programs in attaining United States foreign policy objectives and reporting to the Secretary of State with respect thereto.

(4) In order to eliminate duplication and to assure full utilization of existing data, the Inspector General, Foreign Assistance, shall, in carrying out his duties under this Act, give due regard to the audit, investigative and inspection activities of the various agencies, including those of the General Accounting Office and of the military Inspectors General.

(5) For the purpose of aiding in carrying out his duties under this Act, the Inspector General, Foreign Assistance, shall have access to all records, reports, audits, reviews, documents, papers, recommendations, or other material of the agencies of the United States Government administering part I or part II of this Act and Public Law 86-735, the Peace Corps or the Agricultural Trade Development and Assistance Act of 1954, as amended. All agencies of the United States Government shall cooperate with the Inspector General, Foreign Assistance, and shall furnish assistance upon request to the Inspector General, Foreign Assistance, in aid of his responsibilities.

(6) The Inspector General, Foreign Assistance, shall have authority to suspend all or any part of any project or operation (but not a country program) with respect to which he has conducted or is conducting an inspection, audit or review provided he first has given written notice to the Secretary of State. Any such suspension shall remain effective until such program or part thereof is ordered resumed by the Inspector General, Foreign Assistance, or by the Secretary of State. This paragraph shall not apply to part II of this Act, and with respect to the Agricultural Trade Development and Assistance Act of 1954, as amended, shall apply only to projects and operations administered by the Secretary of State.

(7) Expenses of the Inspector General, Foreign Assistance, with respect to programs under part I or part II of this Act and Public Law 86-735, and the Peace Corps shall be charged to the appropriations made to carry out such programs, and with respect to programs under the Agricultural Trade Development and Assistance Act of 1954, as amended, shall be charged to funds available under the authority of this Act: *Provided*, That such appropriations shall not be charged with such expenses after the expiration of a thirty-five day period which begins on the date the General Accounting Office, or any committee of the Congress, or any duly authorized subcommittee thereof, charged

with considering legislation, appropriations, or expenditures under the Act, has delivered to the Office of the Secretary of State a written request that it be furnished any document, paper, communication, audit review, finding, recommendation, report, or other material which relates to the operation or activities of the Inspector General, Foreign Assistance, unless and until there has been furnished to the General Accounting Office, or to such committee, or subcommittee, as the case may be, (A) the document, paper, communication, audit, review, finding, recommendation, report, or other material so requested, or (B) a certification by the President personally that he has forbidden the furnishing thereof pursuant to such request and his reason for so doing. The waiver authority in section 614(a) of this Act and the provisions of section 634(c) of this Act shall not apply to this subsection. Such expenses shall not exceed \$2,000,000 in any fiscal year. The Inspector General, Foreign Assistance, may make expenditures (not in excess of \$2,000 in any fiscal year) of a confidential nature when he finds that such expenditures are in aid of inspections, audits or reviews under this subsection. A certificate of the amount of each such expenditure, the nature of which it is considered inadvisable to specify, shall be made by the Inspector General, Foreign Assistance, and every such certificate shall be deemed a sufficient voucher for the amount therein specified.

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#### **SECTION 202 OF THE ACT OF JULY 1, 1960 (74 STAT. 305)**

**SEC. 202.** There shall be in the Department of Health, Education, and Welfare an Administrative Assistant Secretary of Health, Education, and Welfare who shall be appointed, with the approval of the President, by the Secretary of Health, Education, and Welfare under the classified civil service, who shall perform such duties as the Secretary shall prescribe[, and whose annual rate of basic compensation shall be \$19,000].

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#### **THAT PART OF THE PUBLIC WORKS APPROPRIATION ACT, 1963, UNDER THE HEADING "DEPARTMENT OF THE INTERIOR" AND UNDER THE CAPTION "BUREAU OF RECLAMATION" AND THE SUBHEADING "ADMINISTRATIVE PROVISIONS" (76 STAT. 1223; 43 U.S.C. 373a-1)**

**[After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent.]**

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#### **THAT PART OF THE PUBLIC WORKS APPROPRIATION ACT, 1962, UNDER THE HEADING "DEPARTMENT OF THE INTERIOR" AND UNDER THE CAPTION "BONNEVILLE POWER ADMINISTRATION" AND THE SUBHEADING "CONSTRUCTION" (75 STAT. 728; 16 U.S.C. 832a-1)**

**[After October 1, 1961, the position of Administrator, Bonneville Power Administration shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent.]**



**SECTION 205 OF THE PUBLIC WORKS APPROPRIATION ACT, 1958 (71 STAT. 423; 5 U.S.C. 483-1 NOTE, 2206 NOTE), AS AMENDED**

**[SEC. 205.** After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior.**]**

**THE PROVISIO IN THE FIRST PARAGRAPH UNDER THE HEADING "FEDERAL BUREAU OF INVESTIGATION" AND UNDER THE SUBHEADING "SALARIES AND EXPENSES" IN THE DEPARTMENT OF JUSTICE APPROPRIATION ACT, 1964 (77 STAT. 782; PUBLIC LAW 88-245)**

**[:** *Provided*, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent**]**

**SECTION 7443(c) AND SECTION 7801(b)(2) OF THE INTERNAL REVENUE CODE OF 1954**

**SEC. 7443. MEMBERSHIP.**

\* \* \* \* \*

(c) **SALARY.**—Each judge shall receive salary at the rate of **[\$22,500]** \$30,000 per annum, to be paid in monthly installments.

\* \* \* \* \*

**SEC. 7801. AUTHORITY OF THE DEPARTMENT OF THE TREASURY.**

\* \* \* \* \*

(b) **OFFICE OF GENERAL COUNSEL FOR THE DEPARTMENT.**— \* \* \*

(1) **GENERAL COUNSEL.**— \* \* \*

(2) **ASSISTANT GENERAL COUNSELS.**—The President is authorized to appoint, by and with the advice and consent of the Senate, an Assistant General Counsel who shall be the Chief Counsel for the Internal Revenue Service **[and shall receive basic compensation at the annual rate of \$19,000]**. The Chief Counsel shall be the chief law officer for the Internal Revenue Service and shall perform such duties as may be prescribed by the Secretary. The Secretary may appoint, without regard to the provisions of the civil service laws, and fix the duties of not to exceed five other assistant General Counsels.

\* \* \* \* \*

**SECTION 2 (a) AND (b) AND SECTION 22(a) OF REORGANIZATION PLAN NUMBERED 2 OF 1962 (76 STAT. 1253, 1255; 5 U.S.C. 133z-15 NOTE)**

**CERTAIN SCIENCE AGENCIES AND FUNCTIONS**

**PART I—OFFICE OF SCIENCE AND TECHNOLOGY**

\* \* \* \* \*

**SEC. 2. Director and deputy.** (a) There shall be at the head of the Office the Director of the Office of Science and Technology, hereafter

in this Part referred to as the Director. The Director shall be appointed by the President by and with the advice and consent of the Senate [and shall receive compensation at the rate of \$22,500 per annum].

(b) There shall be in the Office a Deputy Director of the Office of Science and Technology, who shall be appointed by the President by and with the advice and consent of the Senate [and receive compensation at the rate of \$20,500 per annum]. The Deputy Director shall perform such functions as the Director may from time to time prescribe and shall act as Director during the absence or disability of the Director or in the event of vacancy in the Office of Director.

\* \* \* \* \*

SEC. 22. *Director.* (a) There is hereby established in the National Science Foundation a new office with the title of Director of the National Science Foundation. The Director of the National Science Foundation, hereafter in this Part referred to as the Director, shall be appointed by the President by and with the advice and consent of the Senate. Before any person is appointed as Director the President shall afford the Board an opportunity to make recommendations to him with respect to such appointment. The Director [shall receive compensation at the rate of \$21,000 per annum and] shall serve for a term of six years unless sooner removed by the President. The Director shall not engage in any business, vocation or employment other than that of serving as such Director, nor shall he, except with the approval of the Board, hold any office in, or act in any capacity for, any organization, agency, or institution with which the Foundation makes any contract or other arrangement under the National Science Foundation Act of 1950.

\* \* \* \* \*

## SECTION 104(b) OF THE IMMIGRATION AND NATIONALITY ACT (66 STAT. 174; 8 U.S.C. 1104(b))

### POWERS AND DUTIES OF THE SECRETARY OF STATE; BUREAU OF SECURITY AND CONSULAR AFFAIRS

SEC. 104. (a) \* \* \*

(b) There is hereby established in the Department of State a Bureau of Security and Consular Affairs, to be headed by an administrator (with an appropriate title to be designated by the Secretary of State), with rank [and compensation] equal to that of an Assistant Secretary of State. He shall be appointed by the President by and with the advice and consent of the Senate. The administrator shall be a citizen of the United States, qualified by experience, and shall maintain close liaison with the appropriate committees of Congress in order that they may be advised regarding the administration of this Act by consular officers. He shall be charged with any and all responsibility and authority in the administration of the Bureau and of this Act which are conferred on the Secretary of State as may be delegated to him by the Secretary of State or which may be prescribed by the Secretary of State. He shall also perform such other duties as the Secretary of State may prescribe.



## TITLE 28, UNITED STATES CODE

\* \* \* \* \*

**§ 5. Salaries of justices.**

The Chief Justice shall receive a salary of **[\$35,500]** \$43,000 a year, and each associate justice shall receive a salary of **[\$35,000]** \$42,500 a year.

\* \* \* \* \*

**§ 44. Appointment, tenure, residence and salary of circuit judges.**

\* \* \* \* \*

(d) Each circuit judge shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

**§ 135. Salaries of district judges.**

Each judge of a district court of the United States shall receive a salary of **[\$22,500]** \$30,000 a year.

The chief judge of the District Court for the District of Columbia shall receive a salary of **[\$23,000]** \$30,500 a year.

\* \* \* \* \*

**§ 173. Tenure and salaries of judges.**

The chief judge and associate judges of the Court of Claims shall hold office during good behavior. Each shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

**§ 213. Tenure and salaries of judges.**

Judges of the Court of Customs and Patent Appeals shall hold office during good behavior. Each shall receive a salary of **[\$25,500]** \$33,000 a year.

\* \* \* \* \*

**§ 252. Tenure and salaries of judges.**

Judges of the Customs Court shall hold office during good behavior. Each shall receive a salary of **[\$22,500]** \$30,000 a year.

\* \* \* \* \*

**§ 508. Salaries.**

**[**The Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title within the following limitations:

**[**United States attorneys—not less than \$12,000 or more than \$20,000; and

**[**Assistant United States attorneys and attorneys appointed under section 503 of this title—not more than \$17,500.**]**

**§ 508. Salaries.**

*Subject to subsection (d) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended.*

\* \* \* \* \*

## CHAPTER 41—ADMINISTRATIVE OFFICE OF UNITED STATES COURTS

\* \* \* \* \*

### § 603. Salaries.

The Director shall receive a salary of **[\$15,000]** \$27,000 a year. The Deputy Director shall receive a salary of **[\$12,500]** \$26,000 a year.

\* \* \* \* \*

### § 753. Reporters.

\* \* \* \* \*

(e) Each reporter shall receive an annual salary to be fixed from time to time by the Judicial Conference of the United States at not less than \$3,000 nor more than **[\$7,630]**<sup>2</sup> per annum. All supplies shall be furnished by the reporter at his own expense.

\* \* \* \* \*

## CHAPTER 51—COURT OF CLAIMS

\* \* \* \* \*

### § 792. Commissioners.

\* \* \* \* \*

(b) Each commissioner shall receive basic compensation at the rate of **[\$14,800]** \$26,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in **[sections 835–842 of Title 5]** *the Travel Expense Act of 1949, as amended*, while traveling on official business and away from Washington, District of Columbia.

\* \* \* \* \*

## SECTION 6(f) OF THE ACT OF SEPTEMBER 24, 1959 (73 STAT. 706; 5 U.S.C. 2376(f))

### POWERS AND ADMINISTRATIVE PROVISIONS

#### SEC. 6. (a) \* \* \*

\* \* \* \* \*

(f) No individual employed in the service of the Commission shall be paid compensation for such employment at a rate in excess of **[\$20,000 per annum]** *the rate provided by law for level VI of the Federal Executive Salary Schedule*.

## SECTION 2 OF THE ACT OF JULY 30, 1946, AS AMENDED (60 STAT. 712; 70 STAT. 740; 22 U.S.C. 287n)

SEC. 2. The President by and with the consent of the Senate shall designate from time to time to attend a specified session or specified sessions of the General Conference of the Organization not to exceed five representatives of the United States and such number of alternates not to exceed five as he may determine consistent with the rules of procedure of the General Conference: *Provided, however,* That each such representative and each such alternate must be an American citizen. One of the representatives shall be designated as the senior representative. Such representatives and alternates shall each be

<sup>2</sup> Sec. 402(c) of title IV of the bill (relating to Federal judicial salaries) provides for a new salary limitation which reflects the respective applicable increases provided by title I (relating to Federal employees salary systems) in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.



entitled to receive compensation at such [rates, not to exceed \$15,000 per annum, as the President may determine,] *rates provided for Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended, as the President may determine,* for such periods as the President may specify, except that no Member of the Senate or House of Representatives or officer of the United States who is designated under this section as a representative of the United States or as an alternate to attend any specified session or specified sessions of the General Conference shall be entitled to receive such compensation. Whenever a representative of the United States is elected by the General Conference to serve on the Executive Board, or is elected President of the General Conference and thus becomes an ex officio adviser to the Executive Board, under provision of article V of the constitution of the Organization, the President may extend the above provisions for compensation to such representative during periods of service in connection with the Executive Board.

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**SECTION 2 OF THE ACT OF MAY 29, 1959 (73 STAT. 63 and 64;  
PUBLIC LAW 86-36)**

SEC. 2. The Secretary of Defense (or his designee for the purpose) is authorized to establish such positions, and to appoint thereto such officers and employees, in the National Security Agency, as may be necessary to carry out the functions of such agency. The rates of basic compensation for such positions shall be fixed by the Secretary of Defense (or his designee for the purpose) in relation to the rates of basic compensation contained in the General Schedule of the Classification Act of 1949, as amended, for positions subject to such Act which have corresponding levels of duties and responsibilities. Except as provided in [section 4 of this Act] *subsection (f) of section 303 of the Federal Executive Salary Act of 1964,* no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule. Not more than sixty-five such officers and employees shall be paid basic compensation at rates equal to rates of basic compensation contained in grades 16, 17, and 18 of such General Schedule.

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**SECTIONS 2 AND 3 OF THE ACT OF JULY 25, 1958 (72  
STAT. 414)**

[SEC. 2. Except as provided by section 3 of this Act, the compensation of the Commissioners of the District of Columbia shall be at the rate of \$19,000 each per annum.

[SEC. 3. The Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized for a Commissioner by section 2 of this Act.]

*SEC. 2. Except as otherwise provided by this section and section 3 of this Act—*

*(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$25,500 each per annum; and*

*(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which,*

*when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.*

SEC. 3. Notwithstanding any other provision of law—

(1) *the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$26,000 per annum; and*

(2) *if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.*

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**SECTION 202(e) AND SECTION 601(a) OF THE LEGISLATIVE REORGANIZATION ACT OF 1946, AS AMENDED (2 U.S.C. 72a(e) AND 31(a))**

COMMITTEE STAFFS

SEC. 202. (a) \* \* \*

\* \* \* \* \*

(e) *The professional staff members of the standing committees shall receive basic annual compensation, to be fixed by the chairman, ranging from \$5,000 to **[\$8,880]** the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended, and the clerical staff shall receive basic annual compensation up to **[\$8,880]** the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.*

\* \* \* \* \*

COMPENSATION OF MEMBERS OF CONGRESS

SEC. 601. (a) *The compensation of Senators, Representatives in Congress, **[Delegates from the Territories,]** and the Resident Commissioner from Puerto Rico shall be at the rate of **[\$22,500]** \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of **[\$35,000]** \$43,000 per annum.*

\* \* \* \* \*

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**LEGISLATIVE APPROPRIATION ACT, 1956, AS AMENDED (74 STAT. 304: PUBLIC LAW 86-568)**

\* \* \* \* \*

*No officer or employee whose compensation is disbursed by the Secretary of the Senate shall be paid basic compensation at a rate in excess of \$8,880 per annum or gross compensation in excess of **[\$18,880]** \$22,945, unless expressly authorized by law.*

\* \* \* \* \*



# CLAUSE 28(c) OF RULE XI OF THE RULES OF THE HOUSE OF REPRESENTATIVES

28(a). \* \* \*

\* \* \* \* \*

(c) The professional staff members of the standing committees shall receive annual compensation, to be fixed by the chairman, ranging from \$5,000 to **[\$8,880]** *the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,* and the clerical staff shall receive annual compensation up to **[\$8,880]** *the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.*

\* \* \* \* \*

## SECTION 40 a. OF THE BANKRUPTCY ACT (11 U.S.C. 68(a))

SEC. 40. COMPENSATION OF REFEREES; REFEREES' SALARY AND EXPENSE FUNDS; RETIREMENT OF REFEREES. a. Referees shall receive as full compensation for their services salaries to be fixed by the conference, in the light of the recommendations of the councils, made after advising with the district judges of their respective circuits, and of the Director, at rates not more than **[\$15,000]** *\$22,500* per annum for full-time referees, and not more than **[\$7,500]** *\$11,000* per annum for part-time referees. In fixing the amount of salary to be paid to a referee, consideration shall be given to the average number and the types of, and the average amount of gross assets realized from, cases closed and pending in the territory which the referee is to serve, during the last preceding period of ten years, and to such other factors as may be material. Disbursement of such salaries shall be made monthly by or pursuant to the order of the Director.

## SECTIONS 11-702 AND 11-902 OF THE DISTRICT OF COLUMBIA CODE (PUBLIC LAW 88-241)

### § 11-702. Composition; appointment, qualifications, tenure, salaries, and oath of judges; removal.

(a) The District of Columbia Court of Appeals shall consist of a chief judge and two associate judges appointed by the President of the United States, by and with the advice and consent of the Senate.

(b) A person may not be appointed as a judge of the court unless he:

(1) is a bona fide resident of the area consisting of the District of Columbia, Montgomery and Prince Georges Counties Maryland, Arlington and Fairfax Counties in Virginia, and the city of Alexandria, Virginia, and has maintained an actual place of abode in the area for at least five years prior to his appointment; and

(2) has been actively engaged in the practice of law in the District of Columbia for a period of at least five years immediately prior to his appointment.

(c) Each judge shall be appointed or reappointed for a term of ten years, which terms shall be staggered as heretofore provided for; and he shall continue in office until the appointment and qualification of his successor.

(d) The chief judge shall receive an annual salary of **[\$19,000]** \$25,000, and each associate judge shall receive an annual salary of **[\$18,500]** \$24,500.

(e) Each judge, when appointed, shall take the oath prescribed for judges of courts of the United States.

(f) A judge may be removed only in the manner and for the causes provided for the removal of Federal judges.

\* \* \* \* \*

**§ 11-902. Composition; appointment, qualifications, tenure, salaries, and oath of judges; removal.**

(a) The District of Columbia Court of General Sessions shall consist of a chief judge and fifteen associate judges appointed by the President of the United States, by and with the advice and consent of the Senate.

(b) A person may not be appointed as a judge of the court unless he:

(1) is a bona fide resident of the area consisting of the District of Columbia, Montgomery and Prince Georges Counties in Maryland, Arlington and Fairfax Counties in Virginia, and the city of Alexandria, Virginia, and has maintained an actual place of abode in the area for at least five years prior to his appointment; and

(2) has been a member of the bar of the District of Columbia for a period of at least five years, and, for a period of at least five consecutive years immediately prior to his appointment, either has been actively engaged in the practice of law or has been employed as an attorney in the District in the government of the United States or in the government of the District of Columbia.

(c) Each judge shall be appointed or reappointed for a term of ten years each, which terms shall be staggered as heretofore provided for; and he shall continue in office until the appointment and qualification of his successor.

(d) The chief judge shall receive an annual salary of **[\$18,000]** \$24,000, and each associate judge shall receive an annual salary of **[\$17,500]** \$23,500.

(e) Each judge, when appointed, shall take the oath prescribed for judges of courts of the United States.

(f) A judge may be removed only in the manner and for the causes provided for the removal of Federal judges.

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**FIRST SENTENCE OF THE SECOND PARAGRAPH OF SECTION 2 OF THE DISTRICT OF COLUMBIA REVENUE ACT OF 1937, AS AMENDED (DISTRICT OF COLUMBIA CODE, SEC. 47-2402)**

The salary of such person so appointed shall be **[\$17,500]** \$23,500 per annum.



**THAT PART OF THE SALARY SCHEDULE IN SECTION 1 OF THE DISTRICT OF COLUMBIA TEACHERS' SALARY ACT OF 1955, AS AMENDED (76 STAT. 1229; DISTRICT OF COLUMBIA CODE, SEC. 31-1501)**

| Salary class and position               | Serv-<br>ice<br>step 1<br>(mini-<br>mum) | Serv-<br>ice<br>step 2 | Serv-<br>ice<br>step 3 | Serv-<br>ice<br>step 4 | Serv-<br>ice<br>step 5 | Serv-<br>ice<br>step 6 | Serv-<br>ice<br>step 7 | Serv-<br>ice<br>step 8 | Serv-<br>ice<br>step 9 |
|-----------------------------------------|------------------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|
| Class 1: Superintendent of Schools..... | \$19,000                                 |                        |                        |                        |                        |                        |                        |                        |                        |
| Class 2: Deputy superintendent.....     | 16,500                                   |                        |                        |                        |                        |                        |                        |                        |                        |
| Class 1: Superintendent of Schools..... | \$25,000                                 |                        |                        |                        |                        |                        |                        |                        |                        |
| Class 2: Deputy superintendent.....     | 21,000                                   |                        |                        |                        |                        |                        |                        |                        |                        |

**THAT PART OF THE SALARY SCHEDULE IN SECTION 101 OF THE DISTRICT OF COLUMBIA POLICE AND FIREMEN'S SALARY ACT OF 1958 (72 STAT. 480), AS AMENDED (SEC. 4-823, ET SEQ., D.C. CODE, 1961 EDITION)**

| Salary class and title                                | Serv-<br>ice<br>step 1 | Serv-<br>ice<br>step 2 | Serv-<br>ice<br>step 3 | Serv-<br>ice<br>step 4 | Serv-<br>ice<br>step 5 | Serv-<br>ice<br>step 6 | Lon-<br>gevity<br>step 7 | Lon-<br>gevity<br>step 8 | Lon-<br>gevity<br>step 9 |
|-------------------------------------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|------------------------|--------------------------|--------------------------|--------------------------|
| *<br>Class 10.....<br>Fire Chief.<br>Chief of Police. | 17,000                 | 17,400                 | 17,800                 | 18,200                 | *                      |                        | 18,600                   | 19,000                   | *                        |
| Class 10.....<br>Fire Chief.<br>Chief of Police.      | 20,000                 | 20,500                 | 21,000                 | 21,500                 |                        |                        | 22,000                   | 22,500                   |                          |

**SECTION 1(b) OF THE ACT OF AUGUST 25, 1958 (72 STAT. 838)**

(b) The Administrator of General Services shall, without regard to the civil-service and classification laws, provide for each former President an office staff. Persons employed under this subsection shall be selected by the former President and shall be responsible only to him for the performance of their duties. Each former President shall fix basic rates of compensation for persons employed for him under this paragraph which in the aggregate shall not exceed **[\$50,000]** \$65,000 per annum. The rate of compensation payable to any such person shall not exceed the maximum aggregate rate of compensation payable to any individual employed in the office of a Senator. Each individual appointed under this subsection to a position on the office staff of a former President shall be held and considered to be an employee of the Government of the United States for the purposes of the Civil Service Retirement Act, the Federal Employees' Compensation Act, and the Federal Employees' Group Life Insurance Act of 1954.

88TH CONGRESS  
2D SESSION

[Report No. 1121]

JUNE 12 (legislative day, MARCH 30), 1964

JUNE 26, 1964

[Strike out all after the enacting clause and insert the part printed in *italic*]

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

1        *Be it enacted by the Senate and House of Representa-*  
2        *tives of the United States of America in Congress assembled,*  
3        That this Act may be cited as the "Government Employees  
4        Salary Reform Act of 1964".

5           TITLE I—FEDERAL EMPLOYEES SALARY  
6                         SYSTEMS

| 7 | SHORT TITLE |
|---|-------------|
|---|-------------|

8 SEC. 101. This title may be cited as the "Federal Em-  
9 ployees Salary Act of 1964".



1 CLASSIFICATION ACT EMPLOYEES

2 SEC. 102. ~~(a)~~ Section 603 ~~(b)~~ of the Classification Act  
3 of 1949, as amended ~~(76 Stat. 843; 5 U.S.C. 1113(b))~~, is  
4 amended to read as follows:

5 “~~(b)~~ The compensation schedule for the General  
6 Schedule shall be as follows:

| “Grade     | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1-----  | \$3,385                    | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2-----  | 3,680                      | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3-----  | 4,005                      | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4-----  | 4,480                      | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5-----  | 5,000                      | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6-----  | 5,505                      | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7-----  | 6,050                      | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8-----  | 6,630                      | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9-----  | 7,210                      | 7,455   | 7,700   | 7,945   | 8,190   | 8,435   | 8,680   | 8,925   | 9,170   | 9,415   |
| GS-10----- | 7,840                      | 8,110   | 8,380   | 8,650   | 8,920   | 9,190   | 9,460   | 9,730   | 10,000  | 10,270  |
| GS-11----- | 8,550                      | 8,845   | 9,140   | 9,435   | 9,730   | 10,025  | 10,320  | 10,615  | 10,910  | 11,205  |
| GS-12----- | 10,290                     | 10,555  | 10,910  | 11,265  | 11,620  | 11,975  | 12,330  | 12,685  | 13,040  | 13,395  |
| GS-13----- | 12,075                     | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14----- | 14,170                     | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15----- | 16,460                     | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16----- | 18,935                     | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17----- | 21,445                     | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18----- | 24,500                     | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | ”.      |

7 ~~(b)~~ Except as provided in subsection ~~(d)~~ of section  
8 504 of the Federal Salary Reform Act of 1962, the rates of  
9 basic compensation of officers and employees to whom the  
10 compensation schedule set forth in subsection ~~(a)~~ of this  
11 section applies shall be initially adjusted as of the effective  
12 date of this section, as follows:

13 ~~(1)~~ If the officer or employee is receiving basic  
14 compensation immediately prior to the effective date of  
15 this section at one of the rates of a grade in the General  
16 Schedule of the Classification Act of 1949, as amended,  
17 he shall receive a rate of basic compensation at the cor-  
18 responding rate in effect on and after such date.

1       ~~(2)~~ If the officer or employee is receiving basic  
2 compensation immediately prior to the effective date of  
3 this section at a rate between two rates of a grade in the  
4 General Schedule of the Classification Act of 1949, as  
5 amended, he shall receive a rate of basic compensation  
6 at the higher of the two corresponding rates in effect on  
7 and after such date.

8       ~~(3)~~ If the officer or employee is receiving basic  
9 compensation immediately prior to the effective date of  
10 this section at a rate in excess of the maximum rate for  
11 his grade, he shall receive ~~(A)~~ the maximum rate for  
12 his grade in the new schedule, or ~~(B)~~ his existing rate  
13 of basic compensation if such existing rate is higher.

14       ~~(4)~~ If the officer or employee, immediately prior  
15 to the effective date of this section, is receiving, pur-  
16 suant to paragraph ~~(4)~~ of section 2~~(b)~~ of the Federal  
17 Employees Salary Increase Act of 1955, an existing  
18 aggregate rate of compensation determined under sec-  
19 tion 208~~(b)~~ of the Act of September 1, 1954 (68 Stat.  
20 1111; Public Law 763, Eighty-third Congress), plus  
21 the amount of the increase provided by section 2 of the  
22 Federal Employees Salary Increase Act of 1955, by sec-  
23 tion 2 of the Federal Employees Salary Increase Act of  
24 1958, by section 112 of the Federal Employees Salary  
25 Increase Act of 1960, and by section 602 of the Federal  
26 Salary Reform Act of 1962, he shall receive an aggre-



1.     gate rate of compensation equal to the sum of ~~(A)~~ his  
2     existing aggregate rate of compensation determined un-  
3     der such section 208(b) of the Act of September 1,  
4     1954; ~~(B)~~ the amount of the increase provided by sec-  
5     tion 2 of the Federal Employees Salary Increase Act of  
6     1955; ~~(C)~~ the amount of the increase provided by sec-  
7     tion 2 of the Federal Employees Salary Increase Act of  
8     1958; ~~(D)~~ the amount of the increase provided by sec-  
9     tion 112 of the Federal Employees Salary Increase Act  
10    of 1960; ~~(E)~~ the amount of the increases in schedule I  
11    and schedule II provided by section 602 of the Federal  
12    Salary Reform Act of 1962; and ~~(F)~~ the amount of the  
13    increase made by this section in the maximum rate of  
14    his grade, until ~~(i)~~ he leaves his position, or ~~(ii)~~ he is  
15    entitled to receive aggregate compensation at a higher  
16    rate by reason of the operation of this Act or any other  
17    provision of law; but, when such position becomes va-  
18    cant, the aggregate rate of compensation of any sub-  
19    sequent appointee thereto shall be fixed in accordance  
20    with applicable provisions of law. Subject to clauses  
21    ~~(i)~~ and ~~(ii)~~ of the immediately preceding sentence of  
22    this paragraph, the amount of the increase provided by  
23    this section shall be held and considered for the purpose  
24    of section 208(b) of such Act of September 1, 1954,  
25    to constitute a part of the existing rate of compensation  
26    of such employee.

(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he holds such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose."

(b) Section 1105 of the Classification Act of 1949, as



1 amended (~~5 U.S.C. 1071, note and 1082, note~~), is amended  
2 to read as follows:

3       “SEC. 1105. The provisions of section 507, title VII,  
4 and title VIII of this Act shall not apply to professional engi-  
5 neering positions primarily concerned with research and  
6 development and professional positions in the physical and  
7 natural sciences and medicine placed in grades 16, 17, and  
8 18 of the General Schedule in accordance with subsection  
9 ~~(b)~~ or subsection ~~(j)~~ of section 505 of this Act. The  
10 President or an agency or agencies that he designates shall  
11 issue regulations governing the rate of basic compensation  
12 within the grade to be received by any officer or employee  
13 occupying, appointed to, or promoted to, such a position,  
14 and, in the case of reduction in grade, may issue regulations  
15 governing retention of the rate to which the officer or em-  
16 ployee was entitled immediately before reduction.”

17       ~~(c)~~ Section 505~~(b)~~ of the Classification Act of 1949,  
18 as amended (~~5 U.S.C. 1105(b)~~), relating to the limitation  
19 on numbers of positions in grades 16, 17, and 18 of the Gen-  
20 eral Schedule of such Act, is amended by striking out “which  
21 may be placed in such grades” and by inserting in lieu  
22 thereof “, examiner positions under section 41 of the Admin-  
23 istrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010), and  
24 positions placed under this Act pursuant to section 309 of  
25 the Federal Executive Salary Act of 1964, which may be  
26 placed in such grades”.

1       ~~(d)~~ Section 604~~(d)~~~~(3)~~ of the Federal Employees  
 2 Pay Act of 1945, as amended ~~(5 U.S.C. 944(c)(3))~~, is  
 3 amended to read as follows:

4           ~~“(3)~~ In the computation of rates, all remaining  
 5 fractions of a cent shall be eliminated.”

6           POSTAL FIELD SERVICE EMPLOYEES

7       SEC. 104. Section 1 of title 39, United States Code, is  
 8 amended by striking out the period at the end of such section  
 9 and inserting in lieu thereof a semicolon and the following:

10       “‘revenue unit’ means that amount of revenue of a  
 11 post office from mail and special service transactions which  
 12 is equal to the average sum of postal rates and fees received  
 13 by the Department during the fiscal year for 1,000 pieces of  
 14 originating mail and special service transactions determined  
 15 in accordance with section 2331 of this title.”

16       SEC. 105. Section 702 of title 39, United States Code,  
 17 is amended to read as follows:

18       “§ 702. Classes of post offices

19       “(a) Effective at the beginning of each fiscal year the  
 20 Postmaster General shall divide post offices into four classes  
 21 on the basis of the revenue units of each office for the second  
 22 preceding fiscal year. He shall place in the first class those  
 23 post offices having 950 or more revenue units. He shall place  
 24 in the second class those post offices having 190 or more  
 25 revenue units, but less than 950 revenue units. He shall  
 26 place in the third class those post offices having 36 or more



1 revenue units, but less than 190 revenue units. He shall  
 2 place in the fourth class those post offices having less than 36  
 3 revenue units.

4 “(b) The Postmaster General shall exclude from the  
 5 revenue credited to a post office for the purposes of this sec-  
 6 tion money received at that office for—

7 “(1) setting meters for patrons beyond the area  
 8 served by the office unless authorized by the Depart-  
 9 ment;

10 “(2) stamps, stamped envelopes, and postal cards  
 11 sold in large or unusual quantities to be used in mailing  
 12 matter at other offices; and

13 “(3) stamps, stamped envelopes, and postal cards  
 14 sold for mailing matter diverted from other offices and  
 15 mailing of matter so diverted without stamps affixed.

16 “(c) Whenever unusual conditions prevail at a post  
 17 office of the fourth class, the Postmaster General may ad-  
 18 vance such office to the appropriate class based on his  
 19 estimate of the number of revenue units which the office will  
 20 have during the succeeding twelve months. Any office so  
 21 advanced need not be relegated to a lower class  
 22 advanced need not be relegated to a lower class before the  
 23 end of the second fiscal year after the advancement. At that  
 24 time, the office shall be assigned to the appropriate class in  
 25 accordance with subsections (a) and (b) of this section.”.

26 SEC. 106. Section 704 of title 39, United States Code,

1 is amended by deleting “of the first, second, or third class”  
 2 appearing therein, and inserting in lieu thereof “(other than  
 3 one for which the postmaster furnishes quarters, equipment,  
 4 and fixtures on an allowance basis)”.

5 SEC. 107. Subsection (b)(1) of section 2102 of title  
 6 39, United States Code, is amended to read as follows:

7 “(1) for post offices at which the postmaster does  
 8 not furnish quarters on an allowance basis;”.

9 SEC. 108. (a) Section 3501 of title 39, United States  
 10 Code, is amended by—

11 (1) deleting from the first sentence of subsection  
 12 (a) the following: “standard positions of postmaster  
 13 in a fourth class office and rural carrier” and inserting  
 14 in lieu thereof “standard position of rural carrier”; and

15 (2) inserting a new subsection (c) following sub-  
 16 section (b) as follows:

17 “(c) As of the effective date of this section, the  
 18 Postmaster General shall determine and adjust the rank-  
 19 ings of all positions for which the number of annual  
 20 revenue units of a post office or its class is a relevant factor  
 21 of the ranking, using the revenue units of the fiscal year  
 22 ending June 30, 1963, and the class of the office as of July  
 23 1, 1964. Thereafter the Postmaster General shall determine  
 24 and, effective at the beginning of the first pay period in each  
 25 calendar year, shall adjust the rankings of all positions for  
 26 which the number of annual revenue units of a post office or



1 its class is a relevant factor of the ranking, using the revenue  
 2 units of the preceding fiscal year and the class in which the  
 3 office will be placed at the beginning of the next fiscal year.  
 4 The Postmaster General also may adjust rankings of such  
 5 positions at other times of the year based upon substantial  
 6 changes in service conditions.”.

7 (b) Chapter 45 of title 39, United States Code, is  
 8 amended as follows:

9 (1) In subsection (c) of section 3513—

10 (A) Change the catchline to read “**POST**  
 11 **OFFICE CLERK. (KP-4)**”; and

12 “(B) Add the following new sentence to the  
 13 end of paragraph (1): “This office has less than  
 14 190 revenue units annually.”.

15 (2) In subsection (c) of section 3516—

16 (A) Change the catchline to read “**POST-**  
 17 **MASTER. (KP-18)**”;

18 (B) Delete “third class” in the first sentence  
 19 of paragraph (1); and

20 (C) Delete “annual receipts of approximately  
 21 \$1,700” in the second sentence of paragraph (1)  
 22 and insert in lieu thereof “approximately 40 reve-  
 23 nue units annually”.

24 (3) In subsection (b) of section 3517—

25 (A) Change the catchline to read “**POST-**  
 26 **MASTER. (KP-20)**”;

~~(B)~~ Delete “third class” in the first sentence of paragraph ~~(1)~~; and

~~(C)~~ Delete “annual receipts of approximately \$4,700” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 110 revenue units annually”.

~~(4)~~ In subsection ~~(b)~~ of section 3518—

~~(A)~~ Change the catchline to read “**POSTMASTER. (KP-22)**”;

~~(B)~~ Delete “third class” in the first sentence of paragraph ~~(1)~~; and

~~(C)~~ Delete “annual receipts of approximately \$6,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 140 revenue units annually”.

~~(5)~~ In subsection ~~(b)~~ of section 3519—

~~(A)~~ Change the catchline to read “**ASSISTANT POSTMASTER. (KP-24)**”; and

~~(B)~~ Delete “annual receipts of approximately \$63,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 1,490 revenue units annually”.

~~(6)~~ In subsection ~~(c)~~ of section 3519—

~~(A)~~ Change the catchline to read “**POSTMASTER. (KP-25)**”;



1           ~~(B)~~ Delete “second class” in the first sentence  
2 of paragraph ~~(1)~~; and

3           ~~(C)~~ Delete “annual receipts of approximately  
4 \$16,000” in the second sentence of paragraph ~~(1)~~  
5 and insert in lieu thereof “approximately 380  
6 revenue units annually”.

7           ~~(7)~~ In subsection ~~(b)~~ of section 3520—

8           ~~(A)~~ Change the catchline to read “~~POSTMAS-~~  
9 ~~TER. (KP-27)~~”;

10          ~~(B)~~ Delete “first class” in the first sentence of  
11 paragraph ~~(1)~~; and

12          ~~(C)~~ Delete “annual receipts of approximately  
13 \$63,000” in the second sentence of paragraph ~~(1)~~  
14 and insert in lieu thereof “approximately 1,490  
15 revenue units annually”.

16          ~~(8)~~ In subsection ~~(b)~~ of section 3521—

17          ~~(A)~~ Change the catchline to read “~~POSTMAS-~~  
18 ~~TER. (KP-29)~~”;

19          ~~(B)~~ Delete “first class” appearing in the first  
20 sentence of paragraph ~~(1)~~; and

21          ~~(C)~~ Delete “annual receipts of \$129,000” in  
22 the second sentence of paragraph ~~(1)~~ and insert  
23 in lieu thereof “approximately 3,060 revenue units  
24 annually”.

25          ~~(9)~~ In subsection ~~(b)~~ of section 3522—

1           ~~(A)~~ Change the catchline to read “**POSTMAS-**  
2 **TER. (KP-31)**”;

3           ~~(B)~~ Delete “first class” in the first sentence of  
4 paragraph ~~(1)~~; and

5           ~~(C)~~ Delete “annual receipts of \$314,000” in  
6 the second sentence of paragraph ~~(1)~~ and insert in  
7 lieu thereof “approximately 7,450 revenue units  
8 annually”.

9           ~~(10)~~ In subsection ~~(b)~~ of section 3523—

10           ~~(A)~~ Change the catchline to read “**POSTMAS-**  
11 **TER. (KP-33)**”;

12           ~~(B)~~ Delete “first class” appearing in the first  
13 sentence of paragraph ~~(1)~~; and

14           ~~(C)~~ Delete the second sentence of paragraph  
15 ~~(1)~~ and insert in lieu thereof: “This office has ap-  
16 proximately 110 employees, approximately 14,350  
17 revenue units annually, 13 government-owned  
18 vehicle units, one classified station and 42 carrier  
19 routes within its jurisdiction.”.

20           ~~(11)~~ In subsection ~~(b)~~ of section 3524—

21           ~~(A)~~ Change the catchline to read “**ASSISTANT**  
22 **POSTMASTER. (KP-35)**”; and

23           ~~(B)~~ Delete “annual receipts of \$2,700,000”  
24 in the second sentence of paragraph ~~(1)~~ and insert



1 in lieu thereof “approximately 64,000 revenue units  
2 annually”.

3 ~~(12)~~ In subsection ~~(e)~~ of section 3524—

4 ~~(A)~~ Change the catchline to read “**POSTMAS-**  
5 **TER. (KP-36)**”;

6 ~~(B)~~ Delete “first class” in the first sentence  
7 of paragraph ~~(1)~~; and

8 ~~(C)~~ Delete “annual receipts of \$1,000,000” in  
9 the second sentence of paragraph ~~(1)~~ and insert in  
10 lieu thereof “approximately 23,700 revenue units  
11 annually”.

12 ~~(13)~~ In subsection ~~(a)~~ of section 3525—

13 ~~(A)~~ Change the catchline to read “**ASSISTANT**  
14 **POSTMASTER.—(KP-37)**”; and

15 ~~(B)~~ Delete “annual receipts of \$8,460,000”  
16 in the second sentence of paragraph ~~(1)~~ and insert  
17 in lieu thereof “approximately 200,000 revenue  
18 units annually”.

19 ~~(14)~~ In subsection ~~(b)~~ of section 3525—

20 ~~(A)~~ Change the catchline to read “**POSTMAS-**  
21 **TER. (KP-38)**”;

22 ~~(B)~~ Delete “first class” in the first sentence  
23 of paragraph ~~(1)~~; and

24 ~~(C)~~ Delete “annual receipts of \$2,700,000” in  
25 the second sentence of paragraph ~~(1)~~ and insert in

lieu thereof “approximately 64,000 revenue units annually”.

~~(15)~~ In subsection ~~(a)~~ of section 3526—

~~(A)~~ Change the catchline to read “**ASSISTANT POSTMASTER. (KP-39)**”; and

~~(B)~~ Delete “annual receipts of \$16,900,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 400,000 revenue units annually”.

~~(16)~~ In subsection ~~(b)~~ of section 3526—

~~(A)~~ Change the catchline to read “**POSTMASTER. (KP-40)**”; and

~~(B)~~ Delete “first class” in the first sentence of paragraph ~~(1)~~; and

~~(C)~~ Delete “annual receipts of \$4,470,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 106,000 revenue units annually”.

~~(17)~~ In subsection ~~(b)~~ of section 3527—

~~(A)~~ Change the catchline to read “**ASSISTANT POSTMASTER. (KP-42)**”; and

~~(B)~~ Delete “annual receipts of \$48,000,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 1,000,000 revenue units annually”.



1       ~~(18)~~ In subsection ~~(c)~~ of section 3527—

2           ~~(A)~~ Change the catchline to read “**POSTMAS-**  
3       **TER. (KP-43)**”;

4           ~~(B)~~ Delete “first class” in the first sentence of  
5       paragraph ~~(1)~~; and

6           ~~(C)~~ Delete “annual receipts of \$8,460,000” in  
7       the second sentence of paragraph ~~(1)~~ and insert in  
8       lieu thereof “approximately 200,000 revenue units  
9       annually”.

10       ~~(19)~~ In subsection ~~(b)~~ of section 3528—

11           ~~(A)~~ Change the catchline to read “**ASSISTANT**  
12       **POSTMASTER. (KP-45)**”; and

13           ~~(B)~~ Delete “annual receipts of \$140,000,000”  
14       in the second sentence of paragraph ~~(1)~~ and insert  
15       in lieu thereof “approximately 2,500,000 revenue  
16       units annually”.

17       ~~(20)~~ In subsection ~~(c)~~ of section 3528—

18           ~~(A)~~ Change the catchline to read “**POSTMAS-**  
19       **TER. (KP-46)**”;

20           ~~(B)~~ Delete “first class” in the first sentence of  
21       paragraph ~~(1)~~; and

22           ~~(C)~~ Delete “annual receipts of \$16,900,000”  
23       in the second sentence of paragraph ~~(1)~~ and insert  
24       in lieu thereof “approximately 400,000 revenue  
25       units annually”.

~~(21)~~ In section ~~3529~~—

~~(A)~~ Change the catchline immediately preceding paragraph ~~(1)~~ to read “**POSTMASTER.**  
**(KP-47)**”;

~~(B)~~ Delete “first class” in the first sentence of paragraph ~~(1)~~; and

~~(C)~~ Delete “annual receipts of \$48,000,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 1,000,000 revenue units annually”.

~~(22)~~ In section ~~3530~~—

~~(A)~~ Change the catchline immediately preceding paragraph ~~(1)~~ to read “**POSTMASTER.**  
**(KP-48)**”;

~~(B)~~ Delete “first class” in the first sentence of paragraph ~~(1)~~; and

~~(C)~~ Delete “annual receipts of \$140,000,000” in the second sentence of paragraph ~~(1)~~ and insert in lieu thereof “approximately 2,5000,000 revenue units annually”.

SEC. 109. Section ~~3452(a)~~ of title 39, United States Code, is amended to read as follows—

“(a) There is established a basic compensation schedule for positions in the postal field service which shall be



1 known as the Postal Field Service Schedule and for which  
2 the symbol shall be 'PFS'. Except as provided in section  
3 3543 of this title, basic compensation shall be paid to all  
4 employees in accordance with such schedule.

5 "POSTAL FIELD SERVICE SCHEDULE

| "PFS    | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|---------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|         | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1.....  | \$3,945                    | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2.....  | 4,270                      | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3.....  | 4,615                      | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4.....  | 5,000                      | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5.....  | 5,345                      | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6.....  | 5,735                      | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7.....  | 6,140                      | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   | -----   |
| 8.....  | 6,650                      | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   | -----   | -----   |
| 9.....  | 7,190                      | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   | -----   | -----   |
| 10..... | 7,830                      | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  | -----   | -----   |
| 11..... | 8,650                      | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  | -----   | -----   |
| 12..... | 9,570                      | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  | -----   | -----   |
| 13..... | 10,575                     | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  | -----   | -----   |
| 14..... | 11,660                     | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  | -----   | -----   |
| 15..... | 12,885                     | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  | -----   | -----   |
| 16..... | 14,240                     | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  | -----   | -----   |
| 17..... | 15,755                     | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  | -----   | -----   |
| 18..... | 17,450                     | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  | -----   | -----   |
| 19..... | 19,345                     | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  | -----   | -----   | -----   | -----   |
| 20..... | 21,445                     | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

6 SEC. 110. Section 3543(a) of title 39, United States  
7 Code, is amended to read as follows—

8 "(a) There is established a basic compensation schedule  
9 which shall be known as the Rural Carrier Schedule and for  
10 which the symbol shall be 'RCS'.

11 "RURAL CARRIER SCHEDULE

|                                                                            | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25".    |

12 SEC. 111. (a) Section 3544 of title 39, United States  
13 Code, is amended to read as follows:

1   “§ 3544. Compensation of postmasters at fourth-class  
2                   offices

3       “(a) The Postmaster General shall rank the position  
4 of postmaster of fourth-class offices in level 5 of the Postal  
5 Field Service Schedule and shall establish the annual rate  
6 of basic compensation for each such position in the pro-  
7 portion of the annual rate of basic compensation for positions  
8 in PFS-5 which he determines, in consideration of the postal  
9 needs of the patrons of the office, that the postmaster's hours  
10 of service bear to full-time service. Determinations made  
11 by the Postmaster General under this subsection shall be  
12 final and conclusive until changed by him.

13       “(b) Persons who perform the duties of postmaster  
14 at a post office of the fourth class where there is a vacancy  
15 or during the absence of the postmaster on sick or annual  
16 leave or leave without pay shall be compensated at the  
17 rate of basic compensation for PFS level 5, step 1, deter-  
18 mined in accordance with subsection (a) of this section.

19       “(c) At seasonal post offices of the fourth class, the  
20 Postmaster General may authorize the payment of basic  
21 salary prorated over the pay periods the office is open for  
22 business during the fiscal year.

23       “(d) When required by the Postmaster General a post-  
24 master at a fourth-class office shall, and any other postmaster  
25 in PFS level 5 when permitted by the Postmaster General  
26 may, furnish quarters, fixtures, and equipment for an office



1 on an allowance basis. The allowance for this purpose shall  
 2 be an amount equal to 15 per centum of the basic compen-  
 3 sation for the postmaster at the office computed on the basis  
 4 of the first step of PFS level 5."

5 (b) In the operation of the amendment made by sub-  
 6 section (a) of this section, the following provisions shall  
 7 govern:

8 (1) Each postmaster at a fourth-class office on the  
 9 effective date of this section shall be assigned, as of such  
 10 date—

11 (A) to that numerical step of level 5 of the Postal  
 12 Field Service Schedule (PFS-5) which corresponds  
 13 to the numerical step of the Fourth-Class Office Sched-  
 14 ule (FOS) receipts category which he occupied im-  
 15 mediately prior to such assignment, or

16 (B) to the lowest step of level 5 of the Postal Field  
 17 Service Schedule (PFS-5) which will provide him,  
 18 for the number of hours of service determined under  
 19 section 3544 of title 39, United States Code, compen-  
 20 sation which is not less than the compensation to which  
 21 he would otherwise be entitled, on the effective date of  
 22 this section, under Fourth Class Schedule II (as if such  
 23 schedule were in effect on such date),

24 whichever step provides the higher rate of compensation.

25 (2) If no step in level 5 of the Postal Field Service  
 26 Schedule (PFS-5) will provide a postmaster, so assigned

1 under paragraph (1) of this subsection, with compensation  
2 which is equal to or greater than the compensation which  
3 he would have received under Fourth Class Schedule II (as  
4 if such schedule were in effect on the effective date of this  
5 section); such postmaster shall receive compensation at a  
6 rate equal to the applicable rate fixed under Fourth Class  
7 Schedule II (as if such schedule were in effect on the effective date of this section) and the provisions of section 3544  
8 of title 39, United States Code (as such provisions existed  
9 immediately prior to the effective date of this section). Subject  
10 to the provisions of section 3560 of title 39, United  
11 States Code, the compensation of a postmaster paid in  
12 accordance with the immediately preceding sentence shall  
13 be adjusted in accordance with changes in the gross postal  
14 receipts of his post office as though this Act had not been  
15 enacted. The compensation of a postmaster paid in accordance  
16 with any of the foregoing provisions of this paragraph  
17 shall continue in effect until such postmaster is entitled to  
18 receive compensation at a higher rate by reason of the  
19 operation of this Act or any other provision of law.

21 (3) If changes in the gross postal receipts category or  
22 changes in salary step otherwise would occur on the effective  
23 date of this section (without regard to the enactment of this  
24 section); such changes shall be held and considered to have  
25 occurred prior to assignment under paragraph (1) of this  
26 subsection.



1       ~~(e)~~ The table of contents of chapter 45 of title 39,  
2   United States Code, is amended by deleting:

      “3544. Fourth Class Office Schedule.”;

3   and inserting in lieu thereof

      “3544. Compensation of Postmasters at Fourth-Class Offices.”.

4       SEC. 112. ~~(a)~~ Subsection ~~(a)~~ of section 6007 of title  
5   39, United States Code, is amended to read as follows:

6       “~~(a)~~ The Postmaster General shall pay to persons,  
7   other than special delivery messengers at post offices of the  
8   first class, for making delivery of special delivery mail such  
9   fees as may be established by him not in excess of the special  
10   delivery fee.”.

11       ~~(b)~~ Section 2009 of title 39, United States Code, is  
12   amended by deleting “at any price less than eight cents per  
13   piece” and inserting in lieu thereof “at any price less than  
14   the fees established pursuant to section 6007~~(a)~~ of this  
15   title.”.

16       SEC. 113. Section 3560 of title 39, United States Code,  
17   is amended—

18       ~~(1)~~ by deleting from subsection ~~(a)~~ “~~(3)~~ gross  
19   receipts category, with respect to the Fourth-Class Office  
20   Schedule” and inserting in lieu thereof “~~(3)~~ minimum  
21   hours of service with respect to postmasters in fourth-  
22   class post offices”; and

23       ~~(2)~~ by deleting from subsection ~~(f)~~ “~~(1)~~ reduc-  
24   tions in class or gross receipts category of any post

office, or” and inserting in lieu thereof “(1) reductions in class revenue units of any post office, or the minimum hours of service for a fourth-class post office, or”.

SEC. 114. Section 3552 of title 39, United States Code, is amended by adding the following new subsection at the end thereof:

“(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

“(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

“(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained.”

SEC. 115. (a) Section 711 of title 39, United States Code, is repealed.

(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

“711. Method of determining gross receipts.”.



1       ~~SEC. 116. (a)~~ The basic compensation of each employee  
2   subject to the Postal Field Service Schedule or the Rural  
3   Carrier Schedule immediately prior to the effective date of  
4   this section shall be determined as follows:

5           ~~(1)~~ Each employee shall be assigned to the same  
6   numerical step for his position which he had attained  
7   immediately prior to such effective date. If changes  
8   in levels or steps would otherwise occur on such effec-  
9   tive date without regard to enactment of this Act, such  
10   changes shall be deemed to have occurred prior to  
11   conversion.

12           ~~(2)~~ If the existing basic compensation is greater  
13   than the rate to which the employee is converted under  
14   paragraph ~~(1)~~ of this section, the employee shall be  
15   placed in the lowest step which exceeds his basic com-  
16   pensation. If the existing basic compensation exceeds  
17   the maximum step of his position, his existing basic  
18   compensation shall be established as his basic compen-  
19   sation.

20       ~~(b)~~ Section 3541(f) of title 39, United States Code,  
21   relating to computation of rates, is amended to read as  
22   follows:

23           ~~“(f)~~ In the computation of rates, all remaining fractions  
24   of a cent shall be eliminated.”.

1 EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND  
2 SURGERY OF THE VETERANS' ADMINISTRATION

3 SEC. 117. (a) Section 4103 of title 38, United States  
4 Code, relating to the appointment and annual salaries of cer-  
5 tain staff positions in the Department of Medicine and Sur-  
6 gery of the Veterans' Administration, is amended to read as  
7 follows:

8 "§ 4103. Office of the Chief Medical Director

9 "(a) The Office of the Chief Medical Director shall  
10 consist of the following—

11 "(1) The Chief Medical Director, who shall  
12 be the Chief of the Department of Medicine and  
13 Surgery and shall be directly responsible to the  
14 Administrator for the operations of the Department.  
15 He shall be a qualified doctor of medicine, appointed  
16 by the Administrator.

17 "(2) The Deputy Chief Medical Director, who  
18 shall be the principal assistant of the Chief Medical  
19 Director. He shall be a qualified doctor of medicine,  
20 appointed by the Administrator.

21 "(3) Not to exceed five Assistant Chief Medical  
22 Directors, who shall be appointed by the Administrator  
23 upon the recommendation of the Chief Medical Director.  
24 One Assistant Chief Medical Director shall be a qualified



1        doctor of dental surgery or dental medicine who shall  
2        be directly responsible to the Chief Medical Director for  
3        the operation of the Dental Service.

4            “(4) Such Medical Directors as may be appointed  
5        by the Administrator, upon the recommendation of the  
6        Chief Medical Director, to suit the needs of the Depart-  
7        ment. A Medical Director shall be either a qualified  
8        doctor of medicine or a qualified doctor of dental surgery  
9        or dental medicine.

10           “(5) A Director of Nursing Service, who shall be  
11        a qualified registered nurse, appointed by the Adminis-  
12        trator, and who shall be responsible to the Chief Medi-  
13        cal Director for the operation of the Nursing Service.

14           “(6) A Chief Pharmacist and a Chief Dietitian,  
15        appointed by the Administrator.

16           “(7) Such other personnel and employees as may  
17        be authorized by this chapter.

18           “(b) Except as provided in subsection (c), any ap-  
19        pointment under this section shall be for a period of four  
20        years, with reappointment permissible for successive like  
21        periods, except that persons so appointed or reappointed shall  
22        be subject to removal by the Administrator for cause.

23           “(c) The Administrator may designate a member of the  
24        Chaplain Service of the Veterans' Administration as Direc-  
25        tor, Chaplain Service, for a period of two years, subject to  
26        removal by the Administrator for cause. Redesignation

1 under this subsection may be made for successive like  
 2 periods. An individual designated as Director, Chaplain  
 3 Service, shall at the end of his period of service as Director  
 4 revert to the position, grade, and status which he held im-  
 5 mediately prior to being designated Director, Chaplain  
 6 Service, and all service as Director, Chaplain Service, shall  
 7 be creditable as service in the former position.”

8 (b) The table of contents of chapter 73 of title 38,  
 9 United States Code, is amended by striking out  
 “4103. Appointments and compensation.”  
 10 and inserting in lieu thereof:

“4103. Office of the Chief Medical Director.”

11 (c) Section 2 of the Act of July 31, 1894, as amended  
 12 (5 U.S.C. 62), shall not apply to any individual appointed,  
 13 before January 1, 1964, as Chief Medical Director under  
 14 section 4103 of title 38, United States Code; but section  
 15 212 of the Act of June 30, 1932, as amended (5 U.S.C.  
 16 59a), shall apply, in accordance with its terms, to any such  
 17 individual.

18 SEC. 118. Section 4107 of title 38, United States Code,  
 19 relating to grades and pay scales for certain positions within  
 20 the Department of Medicine and Surgery of the Veterans’  
 21 Administration, is amended to read as follows:

22 **“§ 4107. Grades and pay scales**

23 “(a) The per annum full-pay scale or ranges for posi-  
 24 tions provided in section 4103 of this title, other than Chief



1 Medical Director and Deputy Chief Medical Director, shall  
2 be as follows:

3 ~~“SECTION 4103 SCHEDULE~~

4 ~~“Assistant Chief Medical Director, \$24,500.~~

5 ~~“Medical Director, \$21,445 minimum to \$24,445 maxi-~~  
6 ~~mun.~~

7 ~~“Director of Nursing Service, \$16,460 minimum to~~  
8 ~~\$21,590 maximum.~~

9 ~~“Director, Chaplain Service, \$16,460 minimum to~~  
10 ~~\$21,590 maximum.~~

11 ~~“Chief Pharmacist, \$16,460 minimum to \$21,590 maxi-~~  
12 ~~mun.~~

13 ~~“Chief Dietitian, \$16,460 minimum to \$21,590 maxi-~~  
14 ~~mun.~~

15 ~~“(b) (1) The grades and per annum full pay ranges for~~  
16 ~~positions provided in paragraph (1) of section 4104 of this~~  
17 ~~title shall be as follows:~~

18 ~~“PHYSICIAN AND DENTIST SCHEDULE~~

19 ~~“Director grade, \$18,935 minimum to \$24,175 maxi-~~  
20 ~~mun.~~

21 ~~“Executive grade, \$17,655 minimum to \$23,190 maxi-~~  
22 ~~mun.~~

23 ~~“Chief grade, \$16,460 minimum to \$21,590 maximum.~~

1 "Senior grade, \$14,170 minimum to \$18,580 maximum.

2 "Intermediate grade, \$12,075 minimum to \$15,855  
3 maximum.

4 "Full grade, \$10,200 minimum to \$13,395 maximum.

5 "Associate grade, \$8,550 minimum to \$11,205 maxi-  
6 mum.

7 "NURSE SCHEDULE

8 "Assistant Director grade, \$14,170 minimum to \$18,580  
9 maximum.

10 "Chief grade, \$12,075 minimum to \$15,855 maximum.

11 "Senior grade, \$10,200 minimum to \$13,395 maximum.

12 "Intermediate grade, \$8,550 minimum to \$11,205  
13 maximum.

14 "Full grade, \$7,210 minimum to \$9,415 maximum.

15 "Associate grade, \$6,315 minimum to \$8,205 maximum.

16 "Junior grade, \$5,505 minimum to \$7,170 maximum.

17 "(2) No person may hold the director grade unless  
18 he is serving as a director of a hospital, domiciliary, center,  
19 or outpatient clinic (independent). No person may hold  
20 the executive grade unless he holds the position of chief  
21 of staff at a hospital, center, or outpatient clinic (independ-  
22 ent), or the position of clinic director at an outpatient  
23 clinic, or comparable position."



1 FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND  
2 EMPLOYEES

3 SEC. 119. Section 412 of the Foreign Service Act of  
4 1946, as amended (~~22 U.S.C. 867~~), is amended to read as  
5 follows:

6 “FOREIGN SERVICE OFFICERS

7 “SEC. 412. There shall be 10 classes of Foreign Service  
8 officers, including the classes of career ambassador and of  
9 career minister. The per annum salary of a career ambas-  
10 sador shall be at the rate provided by law for level IV of  
11 the Federal Executive Salary Schedule. The per annum  
12 salary of a career minister shall be at the rate provided by  
13 law for level V of such schedule. The per annum salaries  
14 of Foreign Service officers within each of the other classes  
15 shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   |
| Class 6.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    |
| Class 7.....  | 7,000    | 7,235    | 7,470    | 7,705    | 7,940    | 8,175    | 8,410    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250”.  |

16 SEC. 120. Subsection (a) of section 415 of such Act  
17 (~~22 U.S.C. 870(a)~~) is amended to read as follows:

18 “(a) There shall be ten classes of Foreign Service staff  
19 officers and employees, referred to hereafter as staff officers

- 1 and employees. The per annum salaries of such staff officers  
 2 and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,900    | 10,245   | 10,590   | 10,935   | 11,280   | 11,625   | 11,970   | 12,315   | 12,660   | 13,005   |
| Class 4.....  | 8,205    | 8,490    | 8,775    | 9,060    | 9,345    | 9,630    | 9,915    | 10,200   | 10,485   | 10,770   |
| Class 5.....  | 7,405    | 7,660    | 7,915    | 8,170    | 8,425    | 8,680    | 8,935    | 9,190    | 9,445    | 9,700    |
| Class 6.....  | 6,710    | 6,935    | 7,160    | 7,385    | 7,610    | 7,835    | 8,060    | 8,285    | 8,510    | 8,735    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830".  |

- 3 SEC. 121. Foreign Service officers, Reserve officers and  
 4 Foreign Service staff officers and employees who are en-  
 5 titled to receive basic compensation immediately prior to the  
 6 effective date of this section at one of the rates provided by  
 7 section 412 or 415 of the Foreign Service Act of 1946; shall  
 8 receive basic compensation, on and after such effective date,  
 9 at the rate of their class determined to be appropriate by  
 10 the Secretary of State.

11 AGRICULTURAL STABILIZATION AND CONSERVATION

12 COUNTY COMMITTEE EMPLOYEES

- 13 SEC. 122. The rates of compensation of persons em-  
 14 ployed by the county committees established pursuant to sec-  
 15 tion 8(b) of the Soil Conservation and Domestic Allotment  
 16 Act (16 U.S.C. 590h(b)) shall be increased by amounts  
 17 equal, as nearly as may be practicable, to the increases pro-  
 18 vided by section 102 of this Act for corresponding rates of  
 19 compensation in the appropriate schedule or scale of pay.



## MISCELLANEOUS PROVISIONS

SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

“(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate.”

## ABSORPTION OF COSTS

SEC. 124. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such departments, agencies, establishments, and corporations in such manner and to such extent as the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

~~(b)~~ Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

~~(c)~~ Nothing contained in subsection ~~(a)~~ of this section shall be held or considered to require ~~(1)~~ the separation from the service of any individual by reduction in force or other personnel action or ~~(2)~~ the placing of any individual in a leave-without-pay status.

## TITLE II—FEDERAL LEGISLATIVE SALARIES

SEC. 201. This title may be cited as the “Federal Legislative Salary Act of 1964”.

SEC. 202. ~~(a)~~ Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation in an amount equal to the greater of the following amounts, as applicable:

~~(1)~~ an amount equal to  $3\frac{1}{2}$  per centum of his gross rate of compensation ~~(basic compensation plus additional compensation authorized by law)~~ in effect immediately prior to the effective date of this section plus



1        1 per centum of such gross rate for each whole multiple;  
2        or part of a multiple, of \$500 basic compensation; or  
3        ~~(2)~~ an amount equal to 5 per centum of such gross  
4        rate.

5        ~~(b)~~ The total annual compensation in effect immediately  
6        prior to the effective date of this section of each officer or em-  
7        ployee of the House of Representatives, whose compensation  
8        is disbursed by the Clerk of the House of Representatives and  
9        is not increased by reason of any other provision of this title,  
10       shall be increased by an amount which is equal to the amount  
11       of the increase provided by subsection ~~(a)~~ of this section in  
12       that gross rate which is nearest in amount to the total an-  
13       nual compensation of such officer or employee.

14       ~~(c)~~ Each of the limitations on gross rate per thousand  
15       and gross rate per hour per person provided by applicable  
16       law on the effective date of this section with respect to the  
17       folding of speeches and pamphlets for the House of Repre-  
18       sentatives shall be increased by 7 per centum. The amount  
19       of each increase under this subsection shall be computed to  
20       the nearest cent, counting one-half cent and over as a whole  
21       cent.

22       ~~(d)~~ The additional compensation provided by this sec-  
23       tion shall be considered a part of basic compensation for the  
24       purposes of the Civil Service Retirement Act ~~(5 U.S.C.~~  
25       2251 and the following).

1       ~~(e)~~ Section 202~~(e)~~ of the Legislative Reorganization  
2 Act of 1946, as amended ~~(2 U.S.C. 72a(e))~~, is amended—

3           ~~(1)~~ by striking out “\$8,880” where it first appears  
4 in such subsection and inserting in lieu thereof “the  
5 highest amount which, together with additional com-  
6 pensation authorized by law, will not exceed the maxi-  
7 mum rate authorized by the Classification Act of 1949,  
8 as amended,”; and

9           ~~(2)~~ by striking out “\$8,880” at the second place  
10 where it appears in such subsection and inserting in lieu  
11 thereof “the highest amount which, together with addi-  
12 tional compensation authorized by law, will not exceed  
13 the maximum rate authorized by the Classification Act  
14 of 1949, as amended”.

15       ~~(f)~~ ~~(1)~~ This subsection is enacted as an exercise of the  
16 rule making power of the House of Representatives with full  
17 recognition of the constitutional right of the House of Repre-  
18 sentatives to change the rule amended by this subsection at  
19 any time, in the same manner, and to the same extent as in  
20 the case of any other rule of the House of Representatives.

21       ~~(2)~~ Clause 28~~(e)~~ of Rule XI of the Rules of the  
22 House of Representatives is amended—

23           ~~(A)~~ by striking out “\$8,880” where it first appears  
24 in such clause and inserting in lieu thereof “the highest  
25 amount which, together with additional compensation



1 authorized by law, will not exceed the maximum rate  
 2 authorized by the Classification Act of 1949, as  
 3 amended,"; and

4 ~~(B)~~ by striking out "\$8,880" at the second place  
 5 where it appears in such clause and inserting in lieu  
 6 thereof "the highest amount which, together with ad-  
 7 ditional compensation authorized by law, will not exceed  
 8 the maximum rate authorized by the Classification Act  
 9 of 1949, as amended".

10 SEC. 203. ~~(a)~~ The compensation of the Comptroller  
 11 General of the United States shall be at the rate of \$30,000  
 12 per annum.

13 —~~(b)~~ The compensation of the Assistant Comptroller  
 14 General of the United States shall be at the rate of \$29,000  
 15 per annum.

16 ~~(c)~~ The compensation of the General Counsel of the  
 17 United States General Accounting Office, the Librarian of  
 18 Congress, the Public Printer, and the Architect of the Capi-  
 19 tol shall be at the rate of \$28,000 per annum.

20 ~~(d)~~ The compensation of the Deputy Librarian of Con-  
 21 gress, the Deputy Public Printer, and the Assistant Architect  
 22 of the Capitol shall be at the rate of \$27,000 per annum.

23 ~~(e)~~ The compensation of the Second Assistant Archi-  
 24 tect of the Capitol shall be at the rate of \$26,000 per annum.

25 ~~(f)~~ The compensation of the Chaplain of the House of  
 26 Representatives shall be at the rate of \$12,500 per annum.

1        SEC. 204. Section 601(a) of the Legislative Reorgani-  
 2        zation Act of 1946, as amended (2 U.S.C. 31), is amended  
 3        to read as follows:

4        “(a) The compensation of Senators, Representatives in  
 5        Congress, and the Resident Commissioner from Puerto Rico  
 6        shall be at the rate of \$30,000 per annum each; and the  
 7        compensation of the Speaker of the House of Representa-  
 8        tives shall be at the rate of \$43,000 per annum.”

9        SEC. 205. No officer or employee subject to section 202  
 10        (a) or 202(b) of this title shall receive, by reason of any  
 11        provision of this title, an increase in gross rate of compensa-  
 12        tion (basic compensation plus additional compensation au-  
 13        thorized by law), or in total annual compensation, which is  
 14        in excess of the amount of the increase in basic compensation  
 15        provided by the amendment made by section 102(a) of  
 16        title I of this Act for positions in grade 18 of the General  
 17        Schedule of the Classification Act of 1949, as amended.

### 18        TITLE III—FEDERAL EXECUTIVE SALARIES

19        SEC. 301. This title may be cited as the “Federal Execu-  
 20        tive Salary Act of 1964”.

21        SEC. 302. There is hereby established for offices and  
 22        positions to which section 303 of this title applies a basic  
 23        compensation schedule, to be known as the “Federal Execu-  
 24        tive Salary Schedule”, which shall be divided into six salary  
 25        levels.

26        SEC. 303. (a) Level I of the Federal Executive Salary



1 Schedule shall apply to the following offices and positions,  
2 for which the annual rate of basic compensation shall be  
3 \$32,500:

4       ~~(1) Secretary of State.~~

5       ~~(2) Secretary of the Treasury.~~

6       ~~(3) Secretary of Defense.~~

7       ~~(4) Attorney General.~~

8       ~~(5) Postmaster General.~~

9       ~~(6) Secretary of the Interior.~~

10       ~~(7) Secretary of Agriculture.~~

11       ~~(8) Secretary of Commerce.~~

12       ~~(9) Secretary of Labor.~~

13       ~~(10) Secretary of Health, Education, and Welfare.~~

14       ~~(b) Level II of the Federal Executive Salary Schedule~~  
15 ~~shall apply to the following offices and positions, for which~~  
16 ~~the annual rate of basic compensation shall be \$30,000:~~

17       ~~(1) Deputy Secretary of Defense.~~

18       ~~(2) Under Secretary of State.~~

19       ~~(3) Administrator, Agency for International De-~~  
20 ~~velopment.~~

21       ~~(4) Administrator of the National Aeronautics and~~  
22 ~~Space Administration.~~

23       ~~(5) Administrator of Veterans' Affairs.~~

24       ~~(6) Administrator of the Housing and Home~~  
25 ~~Finance Agency.~~

26       ~~(7) Chairman, Atomic Energy Commission.~~

- 1           ~~(8) Chairman, Council of Economic Advisers.~~
- 2           ~~(9) Chairman, Board of Governors of the Federal~~
- 3   ~~Reserve System.~~
- 4           ~~(10) Director of the Bureau of the Budget.~~
- 5           ~~(11) Director of the Office of Science and Tech-~~
- 6   ~~nology.~~
- 7           ~~(12) Director of the United States Arms Control~~
- 8   ~~and Disarmament Agency.~~
- 9           ~~(13) Director of the United States Information~~
- 10   ~~Agency.~~
- 11           ~~(14) Director of the Federal Bureau of Investiga-~~
- 12   ~~tion, Department of Justice, so long as the position is~~
- 13   ~~held by the present incumbent.~~
- 14           ~~(15) Director of Central Intelligence.~~
- 15   ~~(e) Level III of the Federal Executive Salary Sched-~~
- 16   ~~ule shall apply to the following offices and positions, for~~
- 17   ~~which the annual rate of basic compensation shall be~~
- 18   ~~\$29,000:~~
- 19           ~~(1) Deputy Attorney General.~~
- 20           ~~(2) Deputy Postmaster General.~~
- 21           ~~(3) Under Secretary of Agriculture.~~
- 22           ~~(4) Under Secretary of Commerce.~~
- 23           ~~(5) Under Secretary of Commerce for Transpor-~~
- 24   ~~tation.~~
- 25           ~~(6) Under Secretary of Health, Education, and~~
- 26   ~~Welfare.~~



- 1           ~~(7) Under Secretary of the Interior.~~
- 2           ~~(8) Under Secretary of Labor.~~
- 3           ~~(9) Under Secretary of State for Political Affairs~~  
4           ~~or Under Secretary of State for Economic Affairs.~~
- 5           ~~(10) Under Secretary of the Treasury.~~
- 6           ~~(11) Under Secretary of the Treasury for Mone-~~  
7           ~~tary Affairs.~~
- 8           ~~(12) Secretary of the Air Force.~~
- 9           ~~(13) Secretary of the Army.~~
- 10           ~~(14) Secretary of the Navy.~~
- 11           ~~(15) Administrator of the Federal Aviation~~  
12           ~~Agency.~~
- 13           ~~(16) Administrator of General Services.~~
- 14           ~~(17) Administrator of the Small Business Admin-~~  
15           ~~istration.~~
- 16           ~~(18) Deputy Administrator of Veterans' Affairs.~~
- 17           ~~(19) Deputy Administrator, Agency for Interna-~~  
18           ~~tional Development.~~
- 19           ~~(20) Chairman of the National Mediation Board.~~
- 20           ~~(21) Chairman, Civil Aeronautics Board.~~
- 21           ~~(22) Chairman of the United States Civil Service~~  
22           ~~Commission.~~
- 23           ~~(23) Chairman of the Railroad Retirement Board.~~
- 24           ~~(24) Chairman, Federal Communications Commis-~~  
25           ~~sion.~~

1           ~~(25)~~ Chairman, Board of Directors, Federal De-  
2       posit Insurance Corporation.

3           ~~(26)~~ Chairman of the Federal Home Loan Bank  
4       Board.

5           ~~(27)~~ Chairman of the Federal Maritime Commis-  
6       sion.

7           ~~(28)~~ Chairman, Federal Power Commission.

8           ~~(29)~~ Chairman, Federal Trade Commission.

9           ~~(30)~~ Chairman, Interstate Commerce Commission.

10          ~~(31)~~ Chairman, National Labor Relations Board.

11          ~~(32)~~ Chairman, Securities and Exchange Commis-  
12       sion.

13          ~~(33)~~ Chairman, Board of Directors of the Ten-  
14       nessee Valley Authority.

15          ~~(34)~~ Comptroller of the Currency.

16          ~~(35)~~ Commissioner of Internal Revenue.

17          ~~(36)~~ Director of Defense Research and Engi-  
18       neering, Department of Defense.

19          ~~(37)~~ Deputy Administrator of the National Aero-  
20       nautics and Space Administration.

21          ~~(38)~~ Deputy Director of the Bureau of the Budget.

22          ~~(39)~~ Deputy Director of Central Intelligence.

23          ~~(40)~~ Director of the Office of Emergency Plan-  
24       ning.

25          ~~(41)~~ Director of the Peace Corps.



1           ~~(42)~~ Chief Medical Director in the Department of  
2       Medicine and Surgery of the Veterans' Administration.

3           ~~(43)~~ Associate Director of the Federal Bureau of  
4       Investigation, Department of Justice, so long as the  
5       position is held by the present incumbent.

6           ~~(44)~~ Members, Atomic Energy Commission.

7           ~~(45)~~ Members, Board of Governors of the Federal  
8       Reserve System.

9           ~~(46)~~ Members, Council of Economic Advisers.

10          ~~(47)~~ Director of National Science Foundation.

11          ~~(48)~~ Deputy Administrator of the Housing and  
12       Home Finance Agency.

13          ~~(49)~~ President, Export-Import Bank of Wash-  
14       ington.

15          ~~(d)~~ The President is authorized from time to time to  
16       place offices and positions in levels IV, V, and VI of the  
17       Federal Executive Salary Schedule in accordance with sub-  
18       sections ~~(e)~~, ~~(f)~~, and ~~(g)~~ of this section. Each such  
19       action shall be published in the Federal Register, except  
20       when it is determined by the President that such publication  
21       would be contrary to the interest of national security.

22          ~~(e)~~ Offices and positions which the President is author-  
23       ized to place in level IV include assistant secretaries of execu-  
24       tive and military departments, general counsels of executive  
25       departments, members of regulatory boards and commissions,  
26       deputy heads of large agencies, heads of certain agencies and

1   bureaus; and such other offices and positions the duties and re-  
2   sponsibilities of which he deems appropriate for this level.  
3   The annual rate of basic compensation of such offices and  
4   positions shall be \$28,000.

5       (f) Offices and positions which the President is author-  
6   ized to place in level V include heads of principal services  
7   and such other offices and positions the duties and respon-  
8   sibilities of which he deems appropriate for this level. The  
9   annual rate of basic compensation of such offices and posi-  
10   tions shall be \$27,000.

11       (g) Offices and positions which the President is author-  
12   ized to place in level VI include heads and board members  
13   of smaller agencies; deputy heads of other agencies; and such  
14   other offices and positions the duties and responsibilities of  
15   which he deems appropriate for this level. The annual rate  
16   of basic compensation for such offices and positions shall be  
17   \$26,000.

18       (h) Notwithstanding any other provision of law, the  
19   members (other than the Chairman or President, as ap-  
20   plicable; or the Comptroller of the Currency in his capacity  
21   as a member of the Board of Directors of the Federal Deposit  
22   Insurance Corporation) of each of the boards and commis-  
23   sions, the Chairman or President of which is placed in level  
24   III of the Federal Executive Salary Schedule by subsection  
25   (c) of this section, shall be placed in level IV of such  
26   schedule.



1       ~~SEC. 304. (a)~~ Section 104 of title 3, United States  
 2 Code ~~(relating to the compensation of the Vice President)~~  
 3 is amended by striking out “\$35,000” and inserting in lieu  
 4 thereof “\$43,000”.

5       ~~(b)~~ Section 105 of title 3, United States Code, is  
 6 amended to read as follows:

7       ~~“§ 105. Compensation of secretaries and executive, adminis-~~  
 8                               ~~trative, and staff assistants to President~~

9       ~~“The President is authorized to fix the compensation of~~  
 10 ~~the six administrative assistants authorized to be appointed~~  
 11 ~~under section 106 of this title, of the Executive Secretary of~~  
 12 ~~the National Security Council, and of eight other secretaries~~  
 13 ~~or other immediate staff assistants in the White House Office~~  
 14 ~~at rates of compensation not to exceed that of level II of the~~  
 15 ~~Federal Executive Salary Schedule.”.~~

16                               CONFORMING CHANGES IN EXISTING LAW

17       ~~SEC. 305.~~ The following provisions of law are hereby  
 18 repealed:

19       ~~(1)~~ The Federal Executive Pay Act of 1956, as  
 20 amended ~~(5 U.S.C. 2201-2209)~~, establishing rates of basic  
 21 compensation for heads of executive departments and other  
 22 Federal officials.

23       ~~(2)~~ Section 3012(h) of title 10, United States Code,  
 24 providing compensation of \$22,000 a year for the Secretary  
 25 of the Army.

26       ~~(3)~~ Section 3013(b) of title 10, United States Code,

1 fixing the annual salaries of the Under Secretary and each  
2 assistant Secretary of the Army at \$20,000 a year.

3 ~~(4) Section 5031(d) of title 10, United States Code,~~  
4 ~~providing compensation of \$22,000 a year for the Secretary~~  
5 ~~of the Navy.~~

6 ~~(5) Section 5033(e) of title 10, United States Code,~~  
7 ~~providing the annual salary of \$20,000 a year for the~~  
8 ~~Under Secretary of the Navy.~~

9 ~~(6) Section 304 of Public Law 87-651, approved Sep-~~  
10 ~~tember 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note),~~  
11 ~~providing compensation of \$20,000 a year for Assistant~~  
12 ~~Secretaries of the Navy.~~

13 ~~(7) Section 8012(g) of title 10, United States Code,~~  
14 ~~providing compensation of \$22,000 a year for the Secretary~~  
15 ~~of the Air Force.~~

16 ~~(8) Section 8013(b) of title 10, United States Code,~~  
17 ~~fixing the annual salaries of the Under Secretary and each~~  
18 ~~Assistant Secretary of the Air Force at \$20,000 a year.~~

19 ~~(9) Section 137(e) of title 10, United States Code,~~  
20 ~~fixing the compensation of the General Counsel of the~~  
21 ~~Department of Defense at the rate prescribed by law for~~  
22 ~~assistant secretaries of executive departments.~~

23 ~~(10)(A) The last sentence of section 22 a. of the~~  
24 ~~Atomic Energy Act of 1954, as amended (68 Stat. 924;~~  
25 ~~71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual~~  
26 ~~salaries of the Chairman and members of such Commission,~~



1 which reads: "Each member, except the Chairman, shall  
 2 receive compensation at the rate of \$22,000 per annum;  
 3 and the member designated as Chairman shall receive com-  
 4 pensation at the rate of \$22,500 per annum."

5 ~~(B)~~ That part of the first sentence of section 27 ~~at~~ of  
 6 the Atomic Energy Act of 1954 ~~(68 Stat. 926; 42 U.S.C.~~  
 7 ~~2037(a))~~, relating to the salary of the Chairman of the  
 8 Military Liaison Committee which reads: "~~and who shall~~  
 9 receive compensation at the rate prescribed for an Assistant  
 10 Secretary of Defense".

11 ~~(11)~~ That part of Reorganization Plan Numbered 1  
 12 of 1958 ~~(72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C.~~  
 13 ~~133z-15, note)~~—

14 ~~(A)~~ In section 2(b), relating to the annual salary  
 15 of the Director of the Office of Emergency Planning,  
 16 which reads: "and shall receive compensation at the  
 17 rate now or hereafter prescribed by law for the heads  
 18 of executive departments";

19 ~~(B)~~ In section 2(c), relating to the annual salary  
 20 of the Deputy Director of such Office, which reads:  
 21 "shall receive compensation at the rate now or here-  
 22 after prescribed by law for the under secretaries referred  
 23 to in section 104 of the Federal Executive Pay Act of  
 24 1956 ~~(5 U.S.C. 2203)~~,"; and

1           ~~(C)~~ In section 2~~(d)~~ relating to the annual salaries  
 2 of three Assistant Directors of such Office, which reads:  
 3 “shall receive compensation at the rate now or hereafter  
 4 prescribed by law for assistant secretaries of executive  
 5 departments,”.

6           ~~(12)~~ ~~(A)~~ That part of the second sentence of section  
 7 202~~(a)~~ of the National Aeronautics and Space Act of 1958  
 8 ~~(72 Stat. 429; 42 U.S.C. 2472(a))~~, relating to the annual  
 9 salary of the Administrator of the National Aeronautics and  
 10 Space Administration, which reads: “, and shall receive com-  
 11 pensation at the rate of \$22,500 per annum”.

12           ~~(B)~~ That part of the first sentence of section 202~~(b)~~  
 13 of such Act ~~(72 Stat. 429; 42 U.S.C. 2472(b))~~, relating to  
 14 the annual salary of the Deputy Administrator of such Ad-  
 15 ministration, which reads: “, shall receive compensation at  
 16 the rate of \$21,500 per annum,”.

17           ~~(13)~~ ~~(A)~~ That part of section 201~~(f)~~ of the National  
 18 Aeronautics and Space Act of 1958 ~~(72 Stat. 428; 42~~  
 19 ~~U.S.C. 2471(f))~~, relating to the annual salary of a civilian  
 20 executive secretary in the National Aeronautics and Space  
 21 Council, which reads: “and shall receive compensation at  
 22 the rate of \$20,000 a year”.

23           ~~(B)~~ That part of section 204 of such Act ~~(72 Stat.~~  
 24 ~~431, 432; 42 U.S.C. 2474(a)-(1), and (d))~~, relating to



1 the annual salary of the Chairman of the Civilian-Military  
2 Liaison Committee, as follows:

3 In subsection ~~(a)(1)~~, that part which reads: “,  
4 and shall receive compensation ~~(in the manner provided~~  
5 ~~in subsection (d))~~ at the rate of \$20,000 per annum”.

6 In the second sentence of subsection ~~(d)~~, that part  
7 which reads: “fixed by subsection ~~(a)(1)~~”.

8 ~~(14)(A)~~ That part of the second sentence of section  
9 2(a) of the Act of May 26, 1949 ~~(63 Stat. 111; 5 U.S.C.~~  
10 ~~151b(a))~~ as amended, relating to the rank and salary of  
11 the Counselor and of the Legal Adviser of the Department  
12 of State, which reads: “and shall receive the same salary as”.

13 ~~(B)~~ The last sentence of section 2(a) of the Act of May  
14 26, 1949 ~~(63 Stat. 111; 5 U.S.C. 151b(a))~~ as amended,  
15 relating to the rate of basic compensation of the Deputy  
16 Under Secretaries of State, which reads: “Unless otherwise  
17 provided for by law, the rate of basic compensation of the  
18 Deputy Under Secretaries of State shall be the same as that  
19 of Assistant Secretaries of State.”.

20 ~~(C)~~ That part of the second sentence of section 2(b)  
21 of the Act of May 26, 1949, as amended ~~(73 Stat. 265;~~  
22 ~~5 U.S.C. 151b(b))~~, relating to the annual salary of the  
23 Under Secretary of State for Political Affairs or for Eco-  
24 nomic Affairs, as designated by the President, which reads:  
25 “shall receive compensation at the rate of \$22,000 a year  
26 and”.

1       ~~(15)~~ The last sentence of section 210(a) of title 38,  
 2 United States Code, relating to the annual salary of the  
 3 Administrator of Veterans' Affairs, Veterans' Administra-  
 4 tion, which reads: "He shall receive a salary of \$21,000  
 5 a year, payable monthly."

6       ~~(16)(A)~~ The last sentence of section 201(a)(2) of  
 7 the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C.  
 8 1321(a)(2)), relating to the annual salaries of the Chair-  
 9 man and members of the Civil Aeronautics Board, which  
 10 reads: "Each member of the Board shall receive a salary at  
 11 the rate of \$20,000 per annum, except that the member  
 12 serving as Chairman shall receive a salary at the rate of  
 13 \$20,500 per annum."

14       ~~(B)~~ That part of the second sentence of section 301(a)  
 15 of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating  
 16 to the annual salary of the Administrator of the Federal  
 17 Aviation Agency, which reads: "and who shall receive  
 18 compensation at the rate of \$22,500 per annum".

19       ~~(C)~~ That part of the second sentence of section 302(a)  
 20 of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating  
 21 to the annual salary of the Deputy Administrator of such  
 22 Agency, which reads: "shall receive compensation at the  
 23 rate of \$20,500 per annum, and".

24       ~~(17)(A)~~ The last sentence of section 22 of the Arms  
 25 Control and Disarmament Act (75 Stat. 632; 22 U.S.C.



1 2562); relating to the annual salary of the Director of the  
 2 United States Arms Control and Disarmament Agency;  
 3 which reads: "He shall receive compensation at the rate  
 4 of \$22,500 per annum."

5 (B) The second sentence of section 23 of such Act (75  
 6 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of  
 7 the Deputy Director of such Agency, which reads: "He  
 8 shall receive compensation at the rate of \$21,500 per  
 9 annum."

10 (C) The second sentence of section 24 of such Act  
 11 (75 Stat. 632; 22 U.S.C. 2564), relating to the annual  
 12 salaries of the four Assistant Directors of such Agency, which  
 13 reads: "They shall receive compensation at the rate of  
 14 \$20,000 per annum."

15 (18) Section 3 of the Act of March 2, 1955 (69 Stat.  
 16 10; 5 U.S.C. 294, 293, 295a), relating to the annual sal-  
 17 aries of certain officials of the Department of Justice, which  
 18 reads:

19 "SEC. 3. (a) The compensation of the Deputy Attorney  
 20 General shall be at the rate of \$21,000 per annum.

21 "(b) The compensation of the Solicitor General shall  
 22 be at the rate of \$20,500 per annum.

23 "(c) The compensation of each Assistant Attorney Gen-  
 24 eral, other than the Administrative Assistant Attorney Gen-  
 25 eral, shall be at the rate of \$20,000 per annum."

26 (19) (A) The last sentence of section 102(e) of Re-

1 organization Plan Numbered 7 of 1961 (75 Stat. 840; 5  
2 U.S.C. 133z-15, note), relating to the annual salaries of the  
3 Chairman and members of the Federal Maritime Commis-  
4 sion, which reads: "The Chairman of the Commission shall  
5 receive a salary at the rate of \$20,500 per annum, and each  
6 of the other Commissioners shall receive a salary at the rate  
7 of \$20,000 per annum."

8 (B) That part of section 201 of such reorganization  
9 plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to  
10 the annual salary of the Maritime Administrator in the  
11 Department of Commerce, which reads: "shall receive a  
12 salary at the rate of \$20,000 per annum,"

13 (20) That part of the fourth sentence of section 4(a) of  
14 the Securities Exchange Act of 1934, as amended (74 Stat.  
15 408 and 913; 15 U.S.C. 78d(a)), relating to the annual  
16 salaries of the Chairman and Commissioners of the Securi-  
17 ties and Exchange Commission, which reads: "shall receive  
18 a salary at the rate of \$20,000 a year, except that the Chair-  
19 man shall receive additional salary at the rate of \$500 a year  
20 and".

21 (21) Section 8 of the Food Additives Amendment of  
22 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the an-  
23 nual salary of the Commissioner of Food and Drugs at  
24 \$20,000 per annum.

25 (22) That part of the first sentence of section 3 of the  
26 Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502),



1 relating to the annual salary of the Area Redevelopment  
2 Administrator in the Department of Commerce, which  
3 reads: "who shall receive compensation at a rate equal to  
4 that received by Assistant Secretaries of Commerce".

5 ~~(23)~~ The last sentence of section 203(b)(1) of the  
6 National Security Act of 1947 ~~(72 Stat. 520; 5 U.S.C.~~  
7 ~~171e(b)(1))~~, relating to the annual salary of the Director  
8 of Defense Research and Engineering in the Department of  
9 Defense, which reads: "The compensation of the Director  
10 is that prescribed by law for the Secretaries of the military  
11 departments."

12 ~~(24)~~ In section 303(a) of title 23, United States  
13 Code,

14 ~~(A)~~ That part of the second sentence, relating to  
15 the annual salary of the Federal Highway Administrator  
16 in the Department of Commerce, which reads: "shall  
17 receive basic compensation at the rate prescribed by law  
18 for Assistant Secretaries of executive departments and";  
19 and

20 ~~(B)~~ The last sentence, relating to the annual salary  
21 of the Deputy Federal Highway Administrator in such  
22 department, which reads: "The Deputy Federal High-  
23 way Administrator shall receive basic compensation at  
24 a rate \$1,000 less than the rate provided for the Fed-  
25 eral Highway Administrator."

26 ~~(25)~~ The last proviso in the paragraph under the

1 heading "~~IMMIGRATION AND NATURALIZATION SERVICE~~"  
 2 and under the subheading "~~SALARIES AND EXPENSES~~" in the  
 3 Department of Justice Appropriation Act, 1959 (72 Stat.  
 4 251; 5 U.S.C. 2206, note), relating to the annual salary of  
 5 the Commissioner of the Immigration and Naturalization  
 6 Service, which reads: "~~Provided further, That, hereafter,~~  
 7 the compensation of the Commissioner of the Immigration  
 8 and Naturalization Service shall be \$20,000 per annum".

9 ~~(26)~~ The second paragraph of section 3 of title 35,  
 10 United States Code, relating to the annual salary of the  
 11 Commissioner of Patents which reads: "The annual rate  
 12 of compensation of the Commissioner shall be \$20,000".

13 ~~(27)~~ That part of section 4(a) of the Peace Corps Act  
 14 (~~75 Stat. 612; 22 U.S.C. 2503 (a)~~), relating to the annual  
 15 salaries of the Director and of the Deputy Director of the  
 16 Peace Corps, which reads: "~~whose compensation shall be~~  
 17 fixed by the President at a rate not in excess of \$20,000  
 18 per annum," and "~~whose compensation shall be fixed by~~  
 19 the President at a rate not in excess of \$19,500 per annum".

20 ~~(28) (A)~~ Section 308 of title 39, United States Code,  
 21 fixing the annual rate of basic compensation of the position  
 22 of Chief Postal Inspector in the Post Office Department at  
 23 \$19,000.

24 ~~(B)~~ That part of the table of contents of chapter 3 of  
 25 title 39, United States Code, which reads as follows:

"308. Chief Postal Inspector."



1       ~~(29)~~ That part of the first sentence of section 4 of the  
2   International Travel Act of 1961 (~~75 Stat. 130; 22 U.S.C.~~  
3   2124), relating to the annual salary of the Director of the  
4   United States Travel Service in the Department of Com-  
5   merce, which reads: "who shall be compensated at the rate  
6   of \$19,000 per annum,".

7       ~~(30)~~ Section 14(b) of the Federal Employees Health  
8   Benefits Act of 1959 (~~73 Stat. 716; 5 U.S.C. 3013(b)~~),  
9   which fixes the compensation of the Executive Director of  
10   the United States Civil Service Commission at \$19,000 per  
11   annum.

12       ~~(31)~~ That part of the first sentence of section 107(c)  
13   of the Renegotiation Act of 1951, as amended (~~73 Stat.~~  
14   211; 50 U.S.C. App. 1217(c)), relating to the annual  
15   salary of the General Counsel of the Renegotiation Board,  
16   which reads: "and shall receive compensation at the rate  
17   of \$19,000 per annum".

18       ~~(32)~~ (A) That part of the third sentence in section  
19   201(a) of the National Capital Transportation Act of 1960  
20   (~~74 Stat. 538; 40 U.S.C. 661(a)~~), relating to the annual  
21   salary of the Administrator of the National Capital Transpor-  
22   tation Agency, which reads: "and who shall receive com-  
23   pensation at a rate equal to the maximum rate for grade 18  
24   of the General Schedule of the Classification Act of 1949,  
25   as amended, plus \$500 per annum".

26       ~~(B)~~ That part of the first sentence of section 201(b)

1 of such Act (~~74 Stat. 538; 40 U.S.C. 661(b)~~), relating to  
 2 the annual salary of the Deputy Administrator of such  
 3 Agency, which reads: “, and who shall receive compensa-  
 4 tion at a rate equal to the maximum rate for grade 18 of the  
 5 General Schedule of the Classification Act of 1949, as  
 6 amended”.

7 ~~(33)~~ The last sentence of section 624(d)(1) of the  
 8 Foreign Assistance Act of 1961 (~~75 Stat. 447; 22 U.S.C.~~  
 9 ~~2384(d)(1)~~), as amended, fixing the compensation of cer-  
 10 tain officials in the Department of State, which reads: “The  
 11 Inspector General, Foreign Assistance, shall receive com-  
 12 pensation at the rate of \$20,000 annually; the Deputy In-  
 13 spector General, Foreign Assistance, shall receive compensa-  
 14 tion at the rate of \$20,000 annually, and each Assistant In-  
 15 spector General, Foreign Assistance, shall receive compensa-  
 16 tion at the rate of \$19,000 annually.”.

17 ~~(34)~~ That part of section 202 of the Act of July 1,  
 18 1960 (~~74 Stat. 305; 5 U.S.C. 623g~~), relating to the annual  
 19 salary of the Administrative Assistant Secretary of Health,  
 20 Education, and Welfare, which reads: “, and whose annual  
 21 rate of basic compensation shall be \$19,000”.

22 ~~(35)~~ That part of the Public Works Appropriation Act,  
 23 1963, under the heading “DEPARTMENT OF THE IN-  
 24 TERIOR” and under the caption “BUREAU OF RECLAMA-  
 25 TION” and the subheading “ADMINISTRATIVE PROVISIONS”  
 26 (~~76 Stat. 1223; 43 U.S.C. 373a-1~~), relating to the annual



1 salary of the present incumbent of the position of Commis-  
2 sioner of the Bureau of Reclamation, which reads:

3 "After September 30, 1962, the position of Commis-  
4 sioner of Reclamation shall have the annual rate of compen-  
5 sation as provided for positions listed in section 2205(a)  
6 of title 5, United States Code, so long as held by the present  
7 incumbent."

8 (36) That part of the Public Works Appropriation  
9 Act, 1962, under the heading "DEPARTMENT OF THE  
10 INTERIOR" and under the caption "BONNEVILLE POWER  
11 ADMINISTRATION" and the subheading "CONSTRUCTION"  
12 (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual  
13 salary of the present incumbent of the position of Adminis-  
14 trator, Bonneville Power Administration, which reads:

15 "After October 1, 1961, the position of Administrator,  
16 Bonneville Power Administration, shall have the same annual  
17 rate of compensation as that provided for positions listed in  
18 section 2205(b) of title 5, United States Code, so long as  
19 held by the present incumbent."

20 (37) Section 205 of the Public Works Appropriation  
21 Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note),  
22 as amended, relating to the salary of the present incumbent  
23 of the position of Administrator of the Southwestern Power  
24 Administration in the Department of the Interior, and to  
25 the salary of the Administrative Assistant Secretary of such  
26 Department, which reads:

1       “SEC. 205. After August 31, 1957, the salary of the  
2 Administrator of the Southwestern Power Administration  
3 shall be the same as the salary of the Administrator of the  
4 Bonneville Power Administration, so long as held by the  
5 present incumbent; and the salary of the Administrative As-  
6 sistant Secretary of the Department shall be the same as the  
7 Solicitor of the Department of the Interior.”

8       (38) The proviso in the first paragraph under the head-  
9 ing “FEDERAL BUREAU OF INVESTIGATION” and under  
10 the subheading “SALARIES AND EXPENSES” in the Depart-  
11 ment of Justice Appropriation Act, 1964 (77 Stat. 782;  
12 Public Law 88-245), relating to the annual salary of the  
13 present incumbent of the position of Director of the Federal  
14 Bureau of Investigation, which reads: “: *Provided*, That the  
15 compensation of the Director of the Bureau shall be \$22,000  
16 per annum so long as the position is held by the present in-  
17 cumbent” and provisions to the same effect contained in  
18 other appropriation Acts enacted prior to the effective date  
19 of this section relating to the annual salary of the present  
20 incumbent of the position of Director of the Federal Bureau  
21 of Investigation.

22       (39) That part of section 7801(b)(2) of the Internal  
23 Revenue Code of 1954, as amended, relating to the annual  
24 salary of the Assistant General Counsel of the Treasury De-  
25 partment who shall be the Chief Counsel for the Internal



1 Revenue Service, which reads: "and shall receive basic com-  
2 pensation at the annual rate of \$19,000".

3       ~~(40) (A)~~ Sections 3018, 5014, and 8018 of title 10,  
4 United States Code, relating to the compensation of the  
5 general counsels of the military departments.

6       ~~(B)~~ The respective tables of contents of chapters 303,  
7 503, and 803 of title 10, United States Code, are amended  
8 by striking out

"3018. Compensation of General Counsel.";

"5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel.".

9       ~~(41)~~ The proviso contained in the first sentence of sec-  
10 tion 5(d) of the Farm Credit Act of 1953, as amended (~~75~~  
11 Stat. 793; ~~12~~ U.S.C. 636(d)), relating to the annual  
12 salaries for not more than three positions of deputy governor  
13 in the Farm Credit Administration, which reads: "*Pro-*  
14 *vided*, That the salary of not more than three positions of  
15 deputy governor each shall be fixed by the Board at a rate  
16 not exceeding the maximum scheduled rate of the General  
17 Schedule of the Classification Act of 1949, as amended".

18       ~~(42) (A)~~ That part of section 2(a) of Reorganization  
19 Plan Numbered 2 of 1962 (~~76~~ Stat. 1253; 5 U.S.C. 133z-  
20 15, note), relating to the compensation of the Director of the  
21 Office of Science and Technology, which reads: "and shall  
22 receive compensation at the rate of \$22,500 per annum".

23       ~~(B)~~ That part of section 2(b) of such reorganization  
24 plan (~~76~~ Stat. 1253; 5 U.S.C. 133z-15, note), relating to the

1 compensation of the Deputy Director of the Office of Science  
2 and Technology, which reads: "and receive compensation  
3 at the rate of \$20,500 per annum".

4 ~~(C)~~ That part of section 22(a) of such reorganization  
5 plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the  
6 compensation of the Director of the National Science Foun-  
7 dation, which reads: "shall receive compensation at the rate  
8 of \$21,000 per annum and".

9 ~~(43)~~ That part of section 624(a) of the Foreign As-  
10 sistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)),  
11 relating to the compensation of twelve officers in the agency  
12 primarily responsible for administering part I of such Act,  
13 which reads: "of whom—

14 ~~"(1)~~ one shall have the rank of an Under Secretary  
15 and shall be compensated at a rate not to exceed the rate  
16 authorized by law for any Under Secretary of an Execu-  
17 tive Department;

18 ~~"(2)~~ one shall have the rank of Deputy Under  
19 Secretary and shall be compensated at a rate not to  
20 exceed the rate authorized by law for any Deputy Under  
21 Secretary of an Executive Department; and

22 ~~"(3)~~ ten shall have the rank of Assistant Secre-  
23 taries and shall be compensated at a rate not to exceed  
24 the rate authorized by law for any Assistant Secretary  
25 of an Executive Department,".



1       ~~(44)~~ That part of the first sentence of section 104(b)  
2 of the Immigration and Nationality Act ~~(66 Stat. 174; 8~~  
3 ~~U.S.C. 1104(b))~~, relating to the rank and compensation of  
4 the Administrator, Bureau of Security and Consular Af-  
5 fairs, which reads: "and compensation".

6       SEC. 306. ~~(a)-(1)~~ Section 508 of title 28, United States  
7 Code, is amended to read as follows:

8       "§ 508. Salaries.

9       "Subject to subsection ~~(d)~~ of section 303 of the Federal  
10 Executive Salary Act of 1964, the Attorney General shall  
11 ~~fix~~ the annual salaries of United States attorneys, assistant  
12 United States attorneys, and attorneys appointed under  
13 section 503 of this title at rates of compensation not in excess  
14 of the highest rate of grade 18 of the General Schedule of the  
15 Classification Act of 1949, as amended."

16       ~~(2)~~ Subject to sections 303(d) and 501 (a) and (c)  
17 of this Act, each incumbent United States attorney and as-  
18 sistant United States attorney shall be paid compensation at  
19 a rate equal to that of attorneys of comparable responsibility  
20 and professional qualifications, as determined by the Attorney  
21 General, whose compensation is prescribed in the General  
22 Schedule of the Classification Act of 1949, as amended.

23       ~~(b)~~ Section 411 of the Foreign Service Act of 1946,  
24 as amended ~~(70 Stat. 704; 22 U.S.C. 866)~~, relating to  
25 the per annum salaries of chiefs of mission, is amended by  
26 striking out the second sentence of that section and inserting

1 in lieu thereof the following: "The per annum salaries of  
2 chiefs of mission within each class shall be at the rate pro-  
3 vided by law for the levels of the Federal Executive Salary  
4 Schedule as follows: class 1, the rate for level II; class 2,  
5 the rate for level III; class 3, the rate for level IV; and  
6 class 4, the rate for level V."

7       (c) That part of section 201(f) of the National Aero-  
8 nautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C.  
9 2471(f)), fixing a limit of \$19,000 on the compensation of  
10 seven persons in the National Aeronautics and Space Coun-  
11 cil, is amended by striking out "compensated at the rate of  
12 not more than \$19,000 a year," and inserting in lieu thereof  
13 "compensated at not to exceed the highest rate of grade 18  
14 of the General Schedule of the Classification Act of 1949, as  
15 amended,".

16       (d) Clause (A) of section 203(b)(2) of the National  
17 Aeronautics and Space Act of 1958 (72 Stat. 429; 42  
18 U.S.C. 2473(b)(2)), as amended, is amended to read as  
19 follows: "(A) to the extent the Administrator deems such  
20 action necessary to the discharge of his responsibilities, he  
21 may appoint not more than four hundred and twenty-five of  
22 the scientific, engineering, and administrative personnel of  
23 the Administration without regard to such laws, and may fix  
24 the compensation of such personnel not in excess of the high-  
25 est rate of grade 18 of the General Schedule of the Classifi-  
26 cation Act of 1949, as amended, and".



1       ~~(e)~~ Section 6~~(f)~~ of the Act of September 24, 1959  
2   ~~(73 Stat. 706; 5 U.S.C. 2376(f))~~, relating to the maxi-  
3   mum compensation payable to employees of the Advisory  
4   Commission on Intergovernmental Relations, is amended by  
5   striking out "at a rate in excess of \$20,000 per annum" and  
6   by inserting in lieu thereof "at a rate in excess of the rate  
7   provided by law for level VI of the Federal Executive  
8   Salary Schedule".

9       ~~(f)~~ The Atomic Energy Act of 1954, as amended, is  
10   further amended as follows:

11           ~~(1)~~ In the last sentence of section 24 a. ~~(68 Stat.~~  
12       925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the  
13       annual salary of the General Manager of such Commis-  
14       sion, ~~(A)~~ by inserting "and" immediately before "shall  
15       be removable by the Commission" and ~~(B)~~ by strik-  
16       ing out that part which reads: " , and shall receive  
17       compensation at a rate determined by the Commission,  
18       but not in excess of \$22,000 per annum";

19           ~~(2)~~ In the last sentence of section 24 b. ~~(71 Stat.~~  
20       612; 42 U.S.C. 2034(b)), relating to the annual salary  
21       of the Deputy General Manager of such Commission,  
22       ~~(A)~~ by inserting "and" immediately before "shall be  
23       removable by the General Manager" and ~~(B)~~ by strik-  
24       ing out that part which reads: " , and shall receive  
25       compensation at a rate determined by the General Man-  
26       ager, but not in excess of \$20,500 per annum";

1       ~~(3)~~ In the last sentence of section 24 c. ~~(71 Stat.~~  
2       612; 42 U.S.C. 2034(c))~~),~~ relating to the annual sal-  
3       aries of the Assistant General Managers ~~(or their~~  
4       equivalents) of such Commission, ~~(A)~~ by inserting  
5       “and” immediately before “shall be removable by the  
6       General Manager” and ~~(B)~~ by striking out that part  
7       which reads: “, and shall receive compensation at a rate  
8       determined by the General Manager, but not in excess  
9       of \$20,000 per annum”;

10       ~~(4)~~ In the second sentence of section 25 a. ~~(68~~  
11       Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a))~~),~~ relating  
12       to the annual salaries of directors of program divisions  
13       of such Commission, by striking out that part which  
14       reads: “and shall receive compensation at a rate deter-  
15       mined by the Commission, but not in excess of \$19,000  
16       per annum”;

17       ~~(5)~~ In section 25 b. ~~(68 Stat. 925; 71 Stat. 612;~~  
18       42 U.S.C. 2035(b))~~),~~ relating to the annual salary of  
19       the General Counsel of such Commission, by striking out  
20       that part which reads: “and shall receive compensation  
21       at a rate determined by the Commission, but not in ex-  
22       cess of \$19,500 per annum”;

23       ~~(6)~~ In the first sentence of section 25 c. ~~(68 Stat.~~  
24       925; 71 Stat. 612; 42 U.S.C. 2035(c))~~),~~ relating to the  
25       annual salary of the Director of the Inspection Division  
26       in such Commission, by striking out that part which



1 reads: "and shall receive compensation at a rate deter-  
2 mined by the Commission, but not in excess of \$19,000  
3 per annum";

4 (7) In the last sentence of section 25 d. (71 Stat.  
5 612; 42 U.S.C. 2035(d)), relating to the annual sala-  
6 ries of certain executive management positions in such  
7 Commission, (A) by inserting "and" immediately before  
8 "shall be removable by the General Manager" and (B)  
9 by striking out that part which reads: ", and shall  
10 receive compensation at a rate determined by the Gen-  
11 eral Manager, but not in excess of \$19,000 per annum";  
12 and

13 (8) In the second sentence of section 28 (68 Stat.  
14 926; 42 U.S.C. 2038), relating to the compensation of  
15 the active member of the Armed Forces serving as  
16 Director of the Division of Military Application in such  
17 Commission, by striking out that part which reads "and  
18 the compensation prescribed in section 25" and inserting  
19 in lieu thereof, "and the compensation for directors of  
20 other program divisions".

21 (g) Section 2 of the Act of July 30, 1946, as amended  
22 (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to  
23 the compensation of the United States representatives and  
24 alternates at sessions of the General Conference of the United  
25 Nations Educational, Scientific, and Cultural Organization,  
26 is amended by striking out "Such representatives and alter-

1 nates shall each be entitled to receive compensation at such  
 2 rates, not to exceed \$15,000 per annum, as the President  
 3 may determine," and inserting in lieu thereof "Such repre-  
 4 sentatives and alternates shall each be entitled to receive  
 5 compensation at such rates provided by section 412 of the  
 6 Foreign Service Act of 1946, as amended, as the President  
 7 may determine,".

8       (h) Section 2 of the Act of July 1, 1947 (61 Stat. 215;  
 9 22 U.S.C. 289a), relating to the compensation of the United  
 10 States representatives and alternates at sessions of the gen-  
 11 eral council and at sessions of the executive committee of the  
 12 International Refugee Organization, is amended by striking  
 13 out "Such representative or representatives shall each be  
 14 entitled to receive compensation at a rate not to exceed  
 15 \$12,000 per annum, and any such alternate shall be en-  
 16 titled to receive compensation at a rate not to exceed \$10,-  
 17 000 per annum," and inserting in lieu thereof "Such repre-  
 18 sentative or representatives, and any such alternate, shall  
 19 be entitled to receive compensation at one of the rates pro-  
 20 vided by section 412 of the Foreign Service Act of 1946,  
 21 as amended,".

22       (i) The third sentence of section 2 of the Act of May 29,  
 23 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read  
 24 as follows: "Except as provided in subsection (d) of section  
 25 303 of the Federal Executive Salary Act of 1964, no



1 officer or employee of the National Security Agency shall be  
 2 paid basic compensation at a rate in excess of the highest rate  
 3 of basic compensation contained in such General Schedule.”

4 ~~(j)(1)~~ Sections 2 and 3 of the Act of July 25, 1958  
 5 ~~(72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b)~~, re-  
 6 lating to the compensation of the Commissioners of the Dis-  
 7 trict of Columbia, are amended to read as follows:

8 “SEC. 2. Except as otherwise provided by this section  
 9 and section 3 of this Act—

10 “~~(1)~~ the compensation of the Commissioners of the  
 11 District of Columbia shall be at the rate of \$26,500  
 12 each per annum; and

13 “~~(2)~~ the Commissioner detailed from the Corps  
 14 of Engineers of the United States Army shall receive an  
 15 annual compensation which, when added to any com-  
 16 pensation he receives as an officer of the United States  
 17 Army, will equal the compensation authorized by para-  
 18 graph ~~(1)~~ of this section.

19 “SEC. 3 Notwithstanding any other provision of law—

20 “~~(1)~~ the compensation of the President of the  
 21 Board of Commissioners of the District of Columbia shall  
 22 be at the rate of \$27,000 per annum; and

23 “~~(2)~~ if the Commissioner detailed from the Corps  
 24 of Engineers of the United States Army is chosen Presi-  
 25 dent of the Board of Commissioners, he shall receive,  
 26 as President of the Board, an annual compensation

which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.”.

(2) Section 11-702(d) of the District of Columbia Code (77 Stat. 484; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of Appeals, is amended—

(A) by striking out “\$19,000” and inserting in lieu thereof “\$26,000”; and

(B) by striking out “\$18,500” and inserting in lieu thereof “\$25,500”.

(3) Section 11-902(d) of the District of Columbia Code (77 Stat. 487; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of General Sessions, is amended—

(A) by striking out “\$18,000” and inserting in lieu thereof “\$25,000”; and

(B) by striking out “\$17,500” and inserting in lieu thereof “\$24,500”.

(4) The first sentence of the second paragraph of section 2 of the District of Columbia Revenue Act of 1937, as amended (D.C. Code, sec. 47-2402), relating to the compensation of the person appointed to the District of Columbia





1       ~~(2)~~ The table of contents of chapter 303 of such title 10  
 2 is amended by striking out

“3012. Secretary of the Army: powers and duties; delegation by; com-  
 pensation.”

3 and inserting in lieu thereof

“3012. Secretary of the Army: powers and duties; delegation by.”

4       ~~(3)~~ The catchline of section 5031 of such title 10 is  
 5 is amended by striking out “; compensation”.

6       ~~(4)~~ The table of contents of chapter 505 of such title  
 7 10 is amended by striking out

“5031. Secretary of the Navy: responsibilities; compensation.”

8 and inserting in lieu thereof

“5031. Secretary of the Navy: responsibilities.”

9       ~~(5)~~ The catchline of section 5033 of such title 10  
 10 is amended by striking out “; compensation”.

11       ~~(6)~~ The table of contents of chapter 505 of such title  
 12 10 is amended by striking out

“5033. Under Secretary of the Navy: appointment; duties; compensa-  
 tion.”

13 and inserting in lieu thereof

“5033. Under Secretary of the Navy: appointment; duties.”

14       ~~(7)~~ The catchline of section 8012 of such title 10  
 15 is amended by striking out “; compensation”.



- 1       ~~(8)~~ The table of contents of chapter 803 of such title  
 2   10 is amended by striking out

~~"8012. Secretary of the Air Force: powers and duties; delegation by;  
 compensation."~~

- 3   and inserting in lieu thereof

~~"8012. Secretary of the Air Force: powers and duties; delegation by."~~

4                               CHANGES IN POSITION TITLES

- 5       SEC. 307. Whenever reference is made in any law or  
 6   reorganization plan to the—

7               ~~Administrative Assistant Attorney General,~~

8               ~~Administrative Assistant Secretary of the Interior,~~

9               ~~Administrative Assistant Secretary of Agriculture,~~

10              ~~Administrative Assistant Secretary of Labor,~~

11              ~~Administrative Assistant Secretary of the Treasury,~~

12              or

13              ~~Administrative Assistant Secretary of Health, Edu-~~  
 14              ~~cation, and Welfare,~~

15   such reference shall be held and considered to mean the

16              ~~Assistant Attorney General for Administration,~~

17              ~~Assistant Secretary of the Interior for Administra-~~  
 18              ~~tion,~~

19              ~~Assistant Secretary of Agriculture for Administra-~~  
 20              ~~tion,~~

21              ~~Assistant Secretary of Labor for Administration,~~

22              ~~Assistant Secretary of the Treasury for Administra-~~  
 23              ~~tion, or~~

1 Assistant Secretary of Health, Education, and Wel-  
2 fare for Administration,  
3 respectively.

4      LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE—  
5      ACTION

6        SEC. 308. Except as provided by this Act and notwith-  
7        standing the provisions of any other law, the head of any  
8        executive department, independent establishment, or agency  
9        in the executive branch who is authorized to fix by admin-  
10       istrative action the annual rate of basic compensation for  
11       any position, officer, or employee shall not fix such rate in  
12       excess of the highest rate of grade 18 of the General Sched-  
13       ule of the Classification Act of 1949, as amended. Nothing  
14       contained in this section shall be construed to impair the  
15       authorities provided in the Central Intelligence Agency Act  
16       of 1949, as amended (50 U.S.C. 403a and following), in  
17       section 3 of the Tennessee Valley Authority Act of 1933  
18       (16 U.S.C. 831b), in section 9 of the Federal Deposit  
19       Insurance Act (12 U.S.C. 1819), or in section 5240 of the  
20       Revised Statutes (12 U.S.C. 481, relating to the Comptroller  
21       of the Currency).

22 POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949

23        SEC. 309. Each office or position in the executive branch  
24 specifically referred to in, or covered by, any conforming  
25 change in law made by section 305 of this Act which



1 is not placed in a level of the Federal Executive Salary  
2 Schedule pursuant to section 303 of this Act, shall be placed  
3 in the appropriate grade of the General Schedule of the  
4 Classification Act of 1949, as amended, in accordance with  
5 the provisions of such Act.

6 SAVING PROVISIONS

7 SEC. 310. (a) Except as provided by this Act, the  
8 changes in existing law made by this Act shall not affect any  
9 office or position existing immediately prior to the effective  
10 date of any such changes in existing law, the compensation  
11 attached to such office or position, and any incumbent  
12 thereof, his appointment thereto, and his entitlement to  
13 receive the compensation attached thereto, until appropriate  
14 action is taken in accordance with this Act or other law.

15 (b) Notwithstanding any provision of this Act, the rate  
16 of basic, gross, or total annual compensation received by  
17 any officer or employee immediately prior to the effective  
18 date of this section shall not be reduced by reason of  
19 enactment of this Act.

20 TITLE IV—FEDERAL JUDICIAL SALARIES

21 SEC. 401. This title may be cited as the “Federal  
22 Judicial Salary Act of 1964”.

23 SEC. 402. (a) The rates of basic compensation of officers  
24 and employees in or under the judicial branch of the Govern-  
25 ment whose rates of compensation are fixed by or pursuant to  
26 paragraph (2) of subdivision a of section 62 of the Bank-

1    ~~ruptcy Act (11 U.S.C. 102(a)(2))~~, section 3656 of title  
2    18, United States Code, the third sentence of section 603,  
3    section 604(a)(5); or sections 672 to 675, inclusive, of  
4    title 28, United States Code, are hereby increased by  
5    amounts which reflect the the respective applicable increases  
6    provided by title I of this Act in corresponding rates of com-  
7    pensation for officers and employees subject to the Classifi-  
8    cation Act of 1949, as amended.

9        ~~(b)~~ The limitations provided by applicable law on the  
10    effective date of this section with respect to the aggregate  
11    salaries payable to secretaries and law clerks of circuit and  
12    district judges are hereby increased by amounts which reflect  
13    the respective applicable increases provided by title I of this  
14    Act in corresponding rates of compensation for officers and  
15    employees subject to the Classification Act of 1949, as  
16    amended.

17        ~~(c)~~ Section 753(c) of title 28, United States Code  
18    ~~(relating to the compensation of court reporters for district~~  
19    ~~courts)~~, is amended by striking out the existing salary  
20    limitation contained therein and inserting a new limitation  
21    which reflects the respective applicable increases provided  
22    by title I of this Act in corresponding rates of compensation  
23    for officers and employees subject to the Classification Act  
24    of 1949, as amended.

25        ~~(d)~~ Section 40a of the Bankruptcy Act (11 U.S.C.  
26    68(a)), as amended, relating to the compensation of full-



1 time and part-time referees in bankruptcy, is amended by  
2 striking out the existing compensation limitations contained  
3 therein and inserting new limitations of “\$22,500” and  
4 “\$11,000”, respectively.

5 SEC. 403. (a) Section 5 of title 28, United States Code,  
6 relating to the salaries of the Chief Justice of the United  
7 States and of the Associate Justices of the Supreme Court  
8 of the United States, is amended by striking out “\$35,500”  
9 and substituting therefor “\$43,000”, and by striking out  
10 “\$35,000” and substituting therefor “\$42,500”.

11 (b) Section 44(d) of title 28, United States Code,  
12 relating to circuit judges, is amended by striking out  
13 “\$25,500” and substituting therefor “\$33,000”.

14 (c) Section 35 of title 28, United States Code, relating  
15 to district judges, is amended by striking out “\$22,500” and  
16 substituting therefor “\$30,000”, and by striking out “\$23,  
17 000” and substituting therefor “\$30,500”.

18 (d) Section 173 of title 28, United States Code, re-  
19 lating to judges of the Court of Claims, is amended by  
20 striking out “\$25,500” and substituting therefor “\$33,000”.

21 (e) Section 213 of title 28, United States Code, relat-  
22 ing to judges of the Court of Customs and Patent Appeals,  
23 is amended by striking out “\$25,500” and substituting there-  
24 for “\$33,000”.

25 (f) Section 252 of title 28, United States Code, relating

1 to judges of the Customs Court, is amended by striking out  
2 “\$22,500” and substituting therefor “\$30,000”.

3 ~~(g)~~ The first paragraph of section 603 of title 28,  
4 United States Code, relating to the compensation of the  
5 Director and the Deputy Director of the Administrative  
6 Office of the United States Courts, is amended to read as  
7 follows:

8 “The Director shall receive a salary of \$28,000 a year.  
9 The Deputy Director shall receive a salary of \$27,000 a  
10 year.”

11 ~~(h)~~ Subsection ~~(b)~~ of section 792 of title 28, United  
12 States Code, relating to the compensation of commissioners  
13 of the Court of Claims, is amended to read as follows:

14 “~~(b)~~ Each commissioner shall receive basic compensa-  
15 tion at the rate of \$27,000 a year, and also all necessary  
16 traveling expenses and a per diem allowance as provided in  
17 the Travel Expense Act of 1949, as amended, while travel-  
18 ing on official business and away from Washington, District  
19 of Columbia.”

20 ~~(i)~~ Section 7443~~(e)~~ of the Internal Revenue Code of  
21 1954 ~~(68A Stat. 879)~~, as amended, relating to judges of  
22 the Tax Court of the United States, is further amended by  
23 striking out “\$22,500” and substituting therefor “\$30,000”.

24 ~~(j)~~ Section 867~~(a)~~ ~~(1)~~ of title 10, United States Code,  
25 relating to judges of the Court of Military Appeals, is



1 amended by striking out "\$25,500" and substituting therefor  
2 "\$33,000".

3 TITLE V—PERMANENT SYSTEM FOR THE ESTAB-  
4 LISHMENT AND MAINTENANCE OF PROPER  
5 SALARY RELATIONSHIPS IN FEDERAL  
6 EXECUTIVE, JUDICIAL, CONGRESSIONAL,  
7 AND CAREER SALARIES

8 SEC. 501. (a) It is the sense of the Congress that—

9 (1) the salary relationships established by this Act  
10 among and between the salary rates of—

11 (A) the General Schedule of the Classification  
12 Act of 1949, as amended, and the Postal Field Serv-  
13 ice Schedule, in title I,

14 (B) Members of Congress and the Speaker of  
15 the House of Representatives in title II,

16 (C) Federal executives in title III, and

17 (D) Federal judges in title IV,

18 are consistent with the principle of comparability of  
19 Federal and private enterprise salaries contained in the  
20 Federal Salary Reform Act of 1962, and

21 (2) such salary relationships should be maintained  
22 and continued, in principle, in the future in the interest  
23 of maximum efficiency in the Government.

1       ~~(b)~~ In accordance with the policy stated in subsec-  
2       ~~tion (a)~~ of this section, whenever the Congress shall increase  
3       by law the salary rates of the General Schedule of the  
4       Classification Act of 1949, as amended, the salary rate of  
5       each office or position within the purview of sections 203 and  
6       204 of title II, sections 303 and 304 of title III, and sec-  
7       tion 403 of title IV, of this Act, shall be increased auto-  
8       matically, in accordance with the effective date provisions  
9       applicable to the increases so made by the Congress in the  
10      salary rates of such schedule, by a percentage equal to the  
11      greater of—

12               ~~(1)~~ the percentage of the increase so made by the  
13      Congress in the maximum salary rate of such schedule;  
14      or

15               ~~(2)~~ the average percentage of the increases so made  
16      by the Congress in the respective maximum salary  
17      rates of all grades of such schedule.

## 18               TITLE VI—EFFECTIVE DATES

19      SEC. 601. ~~(a)~~ Except to the extent provided in subsec-  
20      tions ~~(b)~~ and ~~(c)~~ of this section, this Act and the increases  
21      in compensation made by this Act shall become effective on  
22      the first day of the first pay period which begins on or after  
23      the date of enactment of this Act.



1       ~~(b)~~ Section 204 of this Act, relating to increases in  
2       compensation for Members of Congress, shall become effec-  
3       tive at noon on January 3, 1965.

4       ~~(c)~~ Notwithstanding any other provision of this Act  
5       ~~(but except as otherwise provided in subsection (b) of this~~  
6       ~~section)~~—

7               ~~(1)~~ no rate of compensation which is equal to or in  
8       excess of \$22,000 per annum shall be increased in any  
9       amount, by reason of this Act, until the first day of the  
10      first pay period which begins on or after January 1,  
11      1965; and

12              ~~(2)~~ no rate of compensation which is less than \$22,  
13      000 per annum shall be increased to an amount per  
14      annum in excess of \$22,000, by reason of this Act, until  
15      the first day of the first pay period which begins on or  
16      after January 1, 1965.

17      *That this Act may be cited as the “Government Employees*  
18      *Salary Reform Act of 1964”.*

19              *TITLE I—FEDERAL EMPLOYEES SALARY*  
20                                      *SYSTEMS*

21                                      *SHORT TITLE*

22              *SEC. 101. This title may be cited as the “Federal Em-*  
23      *ployees Salary Act of 1964”.*

# CLASSIFICATION ACT EMPLOYEES

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

“(b) The compensation schedule for the General Schedule shall be as follows:

| Grade | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|-------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6  | 5,505                     | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9  | 7,230                     | 7,465   | 7,710   | 7,955   | 8,200   | 8,445   | 8,690   | 8,935   | 9,180   | 9,425   |
| GS-10 | 7,900                     | 8,170   | 8,440   | 8,710   | 8,980   | 9,250   | 9,520   | 9,790   | 10,060  | 10,330  |
| GS-11 | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |
| GS-12 | 10,250                    | 10,605  | 10,960  | 11,315  | 11,670  | 12,025  | 12,380  | 12,735  | 13,090  | 13,445  |
| GS-13 | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14 | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15 | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16 | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  |         |
| GS-17 | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |
| GS-18 | 24,500                    |         |         |         |         |         |         |         |         |         |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended,



1        *he shall receive a rate of basic compensation at the cor-*  
2        *responding rate in effect on and after such date.*

3            *(2) If the officer or employee is receiving basic*  
4        *compensation immediately prior to the effective date of*  
5        *this section at a rate between two rates of a grade in the*  
6        *General Schedule of the Classification Act of 1949, as*  
7        *amended, he shall receive a rate of basic compensation*  
8        *at the higher of the two corresponding rates in effect on*  
9        *and after such date.*

10           *(3) If the officer or employee is receiving basic*  
11        *compensation immediately prior to the effective date of*  
12        *this section at a rate in excess of the maximum rate for*  
13        *his grade, he shall receive (A) the maximum rate for*  
14        *his grade in the new schedule, or (B) his existing rate*  
15        *of basic compensation if such existing rate is higher.*

16           *(4) If the officer or employee, immediately prior to*  
17        *the effective date of this section, is receiving, pursuant to*  
18        *section 2(b)(4) of the Federal Employees Salary In-*  
19        *crease Act of 1955, an existing aggregate rate of compen-*  
20        *sation determined under section 208(b) of the Act of*  
21        *September 1, 1954 (68 Stat. 1111), plus subsequent in-*  
22        *creases authorized by law, he shall receive an aggregate*  
23        *rate of compensation equal to the sum of his existing*  
24        *aggregate rate of compensation, on the day preceding the*  
25        *effective date of this section, plus the amount of increase*  
26        *made by this section in the maximum rate of his grade,*

1     until (i) he leaves his position, or (ii) he is entitled to  
2     receive aggregate compensation at a higher rate by reason  
3     of the operation of this Act or any other provision of law;  
4     but, when such position becomes vacant, the aggregate  
5     rate of compensation of any subsequent appointee thereto  
6     shall be fixed in accordance with applicable provisions  
7     of law. Subject to clauses (i) and (ii) of the immedi-  
8     ately preceding sentence of this paragraph, the amount  
9     of the increase provided by this section shall be held and  
10    considered for the purpose of section 208(b) of the Act  
11    of September 1, 1954, to constitute a part of the existing  
12    rate of compensation of the employee.

13         (5) If the officer or employee is in a position in  
14    grade 16 or 17 of the General Schedule of the Classifi-  
15    cation Act of 1949, as amended, to which he was  
16    promoted on or after the first day of his first pay period  
17    beginning on or after January 1, 1964, and if he holds  
18    such position, or another position in the same grade,  
19    on the effective date of this section, his rate of basic  
20    compensation shall be adjusted, as of such effective date,  
21    to that rate of basic compensation to which he would  
22    have been entitled if the compensation schedule in sub-  
23    section (a) of this section had been in effect on the  
24    date of his promotion.

25    SEC. 103. (a) Section 801 of the Classification Act of



1 *1949 (5 U.S.C. 1131), relating to new appointments, is*  
2 *amended to read as follows:*

3       *"SEC. 801. All new appointments shall be made at the*  
4 *minimum rate of the appropriate grade, except that in ac-*  
5 *cordance with regulations prescribed by the Commission*  
6 *which provide for such considerations as the candidate's*  
7 *existing salary, unusually high or unique qualifications, or a*  
8 *special need of the Government for his services, the head of*  
9 *any department may, with the approval of the Commission*  
10 *in each specific case, appoint individuals to positions in*  
11 *grade 13 and above of the General Schedule at such rate or*  
12 *rates above the minimum rate of the appropriate grade as the*  
13 *Commission may authorize for this purpose."*

14       *(b) Section 505(b) of the Classification Act of 1949,*  
15 *as amended (5 U.S.C. 1105(b)), relating to the limitation*  
16 *on numbers of positions in grades 16, 17, and 18 of the Gen-*  
17 *eral Schedule of such Act, is amended by inserting "(i)"*  
18 *after the words "in addition to", and by striking out "which*  
19 *may be placed in such grades" and inserting in lieu thereof*  
20 *", and positions placed under this Act pursuant to section 309*  
21 *of the Federal Executive Salary Act of 1964, which may be*  
22 *placed in such grades, and (ii) two hundred and forty exam-*  
23 *iner positions under section 11 of the Administrative Proce-*  
24 *dure Act (60 Stat. 244; 5 U.S.C. 1010) which may be*  
25 *placed in grade 16 and nine such positions which may be*  
26 *placed in grade 17"*.

1       (c) Section 604(d)(3) of the Federal Employees  
 2 Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is  
 3 amended to read as follows:

4           “(3) All rates shall be computed to the nearest cent,  
 5 counting one-half cent and over as a whole cent.”.

6                               POSTAL FIELD SERVICE EMPLOYEES

7       SEC. 104. Section 1 of title 39, United States Code, is  
 8 amended by striking out the period at the end of such section  
 9 and inserting in lieu thereof a semicolon and the following:

10       “‘revenue unit’ means that amount of revenue of a  
 11 post office from mail and special service transactions which  
 12 is equal to the average sum of postal rates and fees received  
 13 by the Department during the fiscal year for 1,000 pieces of  
 14 originating mail and special service transactions determined  
 15 in accordance with section 2331 of this title.”.

16       SEC. 105. Section 702 of title 39, United States Code,  
 17 is amended to read as follows:

18       “§ 702. Classes of post offices

19       “(a) Effective at the beginning of each fiscal year the  
 20 Postmaster General shall divide post offices into four classes  
 21 on the basis of the revenue units of each office for the second  
 22 preceding fiscal year. He shall place in the first class those  
 23 post offices having 950 or more revenue units. He shall place  
 24 in the second class those post offices having 190 or more  
 25 revenue units, but fewer than 950 revenue units. He shall  
 26 place in the third class those post offices having 36 or more



1 revenue units, but fewer than 190 revenue units. He shall  
2 place in the fourth class those post offices having fewer than 36  
3 revenue units.

4 “(b) The Postmaster General shall exclude from the  
5 revenue credited to a post office for the purposes of this sec-  
6 tion money received at that office for—

7 “(1) setting meters for patrons beyond the area  
8 served by the office unless authorized by the Depart-  
9 ment;

10 “(2) stamps, stamped envelopes, and postal cards  
11 sold in large or unusual quantities to be used in mailing  
12 matter at other offices; and

13 “(3) stamps, stamped envelopes, and postal cards  
14 sold for mailing matter diverted from other offices and  
15 mailing of matter so diverted without stamps affixed.

16 “(c) Whenever unusual conditions prevail at a post  
17 office of the fourth class, the Postmaster General may ad-  
18 vance such office to the appropriate class based on his  
19 estimate of the number of revenue units which the office will  
20 have during the succeeding twelve months. Any office so  
21 advanced need not be relegated to a lower class before the  
22 end of the second fiscal year after the advancement. At that  
23 time, the office shall be assigned to the appropriate class in  
24 accordance with subsections (a) and (b) of this section.”

25 SEC. 106. Section 704 of title 39, United States Code,  
26 is amended by deleting “of the first, second, or third class”

1 appearing therein, and inserting in lieu thereof “(other than  
2 one for which the postmaster furnishes quarters, equipment,  
3 and fixtures on an allowance basis)”.

4 SEC. 107. Subsection (b)(1) of section 2102 of title  
5 39, United States Code, is amended to read as follows:

6 “(1) for post offices at which the postmaster does  
7 not furnish quarters on an allowance basis;”.

8 SEC. 108. (a) Section 3501 of title 39, United States  
9 Code, is amended by inserting a new subsection (c) following  
10 subsection (b) as follows:

11 “(c) The Postmaster General shall determine and,  
12 effective at the beginning of the first pay period in each  
13 calendar year, shall adjust the rankings of all positions for  
14 which the number of annual revenue units of a post office or  
15 its class is a relevant factor of the ranking, using the revenue  
16 units of the preceding fiscal year and the class in which the  
17 office will be placed at the beginning of the next fiscal year.  
18 The Postmaster General also may adjust rankings of such  
19 positions at other times of the year based upon substantial  
20 changes in service conditions.”.

21 (b) Chapter 45 of title 39, United States Code, is  
22 amended as follows:

23 (1) In subsection (c) of section 3513—

24 (A) Change the catchline to read “POST OFFICE  
25 CLERK. (KP-4)” ; and

26 (B) Add the following new sentence to the



1        *end of paragraph (1): “This office has fewer than*  
 2        *190 revenue units annually.”.*

3        *(2) In subsection (e) of section 3516—*

4            *(A) Change the catchline to read “POSTMASTER.*  
 5            *(KP-18)”;*

6            *(B) Delete “third class” in the first sentence*  
 7            *of paragraph (1); and*

8            *(C) Delete “annual receipts of approximately*  
 9            *\$1,700” in the second sentence of paragraph (1)*  
 10          *and insert in lieu thereof “approximately 40 reve-*  
 11          *nue units annually”.*

12        *(3) In subsection (b) of section 3517—*

13            *(A) Change the catchline to read “POSTMASTER.*  
 14            *(KP-20)”;*

15            *(B) Delete “third class” in the first sentence of*  
 16            *paragraph (1); and*

17            *(C) Delete “annual receipts of approximately*  
 18            *\$4,700” in the second sentence of paragraph (1)*  
 19            *and insert in lieu thereof “approximately 110 reve-*  
 20            *nue units annually”.*

21        *(4) In subsection (b) of section 3518—*

22            *(A) Change the catchline to read “POSTMASTER.*  
 23            *(KP-22)”;*

24            *(B) Delete “third class” in the first sentence*  
 25            *of paragraph (1); and*

26            *(C) Delete “annual receipts of approximately*

1       *\$6,000” in the second sentence of paragraph (1)*  
2       *and insert in lieu thereof “approximately 140*  
3       *revenue units annually”.*

4       *(5) In subsection (b) of section 3519—*

5           *(A) Change the catchline to read “ASSISTANT*  
6       *POSTMASTER. (KP-24)”;* and

7           *(B) Delete “annual receipts of approximately*  
8       *\$63,000” in the second sentence of paragraph (1)*  
9       *and insert in lieu thereof “approximately 1,490*  
10       *revenue units annually”.*

11       *(6) In subsection (c) of section 3519—*

12           *(A) Change the catchline to read “POSTMASTER.*  
13       *(KP-25)”;*

14           *(B) Delete “second class” in the first sentence*  
15       *of paragraph (1); and*

16           *(C) Delete “annual receipts of approximately*  
17       *\$16,000” in the second sentence of paragraph (1)*  
18       *and insert in lieu thereof “approximately 380*  
19       *revenue units annually”.*

20       *(7) In subsection (b) of section 3520—*

21           *(A) Change the catchline to read “POSTMASTER.*  
22       *(KP-27)”;*

23           *(B) Delete “first class” in the first sentence of*  
24       *paragraph (1); and*

25           *(C) Delete “annual receipts of approximately*  
26       *\$63,000” in the second sentence of paragraph (1)*



1                   and insert in lieu thereof “approximately 1,490  
2                   revenue units annually”.

3                   (8) In subsection (b) of section 3521—

4                   (A) Change the catchline to read “POSTMASTER.  
5                   (KP-29)”;

6                   (B) Delete “first class” appearing in the first  
7                   sentence of paragraph (1); and

8                   (C) Delete “annual receipts of \$129,000” in  
9                   the second sentence of paragraph (1) and insert  
10                  in lieu thereof “approximately 3,060 revenue units  
11                  annually”.

12                  (9) In subsection (b) of section 3522—

13                  (A) Change the catchline to read “POSTMASTER.  
14                  (KP-31)”;

15                  (B) Delete “first class” in the first sentence of  
16                  paragraph (1); and

17                  (C) Delete “annual receipts of \$314,000” in  
18                  the second sentence of paragraph (1) and insert in  
19                  lieu thereof “approximately 7,450 revenue units  
20                  annually”.

21                  (10) In subsection (b) of section 3523—

22                  (A) Change the catchline to read “POSTMASTER.  
23                  (KP-33)”;

24                  (B) Delete “first class” appearing in the first  
25                  sentence of paragraph (1); and

26                  (C) Delete the second sentence of paragraph

(1) and insert in lieu thereof: "This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction."

(11) In subsection (b) of section 3524—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-35)"; and

(B) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".

(12) In subsection (c) of section 3524—

(A) Change the catchline to read "POSTMASTER. (KP-36)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$1,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 23,700 revenue units annually".

(13) In subsection (a) of section 3525—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-37)"; and

(B) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert



1           in lieu thereof “approximately 200,000 revenue  
2           units annually”.

3           (14) In subsection (b) of section 3525—

4                 (A) Change the catchline to read “POSTMASTER.  
5                 (KP-38)”;

6                 (B) Delete “first class” in the first sentence  
7                 of paragraph (1); and

8                 (C) Delete “annual receipts of \$2,700,000” in  
9                 the second sentence of paragraph (1) and insert in  
10                lieu thereof “approximately 64,000 revenue units  
11                annually”.

12           (15) In subsection (a) of section 3526—

13                 (A) Change the catchline to read “ASSISTANT  
14                 POSTMASTER. (KP-39)”;

15                 (B) Delete “annual receipts of \$16,900,000”  
16                 in the second sentence of paragraph (1) and insert  
17                 in lieu thereof “approximately 400,000 revenue  
18                 units annually”.

19           (16) In subsection (b) of section 3526—

20                 (A) Change the catchline to read “POSTMASTER.  
21                 (KP-40)”;

22                 (B) Delete “first class” in the first sentence of  
23                 paragraph (1); and

24                 (C) Delete “annual receipts of \$4,470,000” in  
25                 the second sentence of paragraph (1) and insert in

1       *lieu thereof “approximately 106,000 revenue units*  
2       *annually”.*

3       *(17) In subsection (b) of section 3527—*

4           *(A) Change the catchline to read “ASSISTANT*  
5       *POSTMASTER. (KP-42)”;* and

6           *(B) Delete “annual receipts of \$48,000,000”*  
7       *in the second sentence of paragraph (1) and insert*  
8       *in lieu thereof “approximately 1,000,000 revenue*  
9       *units annually”.*

10       *(18) In subsection (c) of section 3527—*

11           *(A) Change the catchline to read “POSTMASTER.*  
12       *(KP-43)”;*

13           *(B) Delete “first class” in the first sentence of*  
14       *paragraph (1); and*

15           *(C) Delete “annual receipts of \$8,460,000” in*  
16       *the second sentence of paragraph (1) and insert in*  
17       *lieu thereof “approximately 200,000 revenue units*  
18       *annually”.*

19       *(19) In subsection (b) of section 3528—*

20           *(A) Change the catchline to read “ASSISTANT*  
21       *POSTMASTER. (KP-45)”;* and

22           *(B) Delete “annual receipts of \$140,000,000”*  
23       *in the second sentence of paragraph (1) and insert*  
24       *in lieu thereof “approximately 2,500,000 revenue*  
25       *units annually”.*



1           (20) In subsection (c) of section 3528—

2           (A) Change the catchline to read “**POSTMASTER.**  
3           (KP-46)”;

4           (B) Delete “first class” in the first sentence of  
5           paragraph (1); and

6           (C) Delete “annual receipts of \$16,900,000”  
7           in the second sentence of paragraph (1) and insert  
8           in lieu thereof “approximately 400,000 revenue  
9           units annually”.

10          (21) In section 3529—

11          (A) Change the catchline immediately pre-  
12          ceding paragraph (1) to read “**POSTMASTER.**  
13          (KP-47)”;

14          (B) Delete “first class” in the first sentence  
15          of paragraph (1); and

16          (C) Delete “annual receipts of \$48,000,000”  
17          in the second sentence of paragraph (1) and insert  
18          in lieu thereof “approximately 1,000,000 revenue  
19          units annually”.

20          (22) In section 3530—

21          (A) Change the catchline immediately pre-  
22          ceding paragraph (1) to read “**POSTMASTER.**  
23          (KP-48)”;

24          (B) Delete “first class” in the first sentence  
25          of paragraph (1); and

26          (C) Delete “annual receipts of \$140,000,000”

1 in the second sentence of paragraph (1) and insert  
 2 in lieu thereof "approximately 2,500,000 revenue  
 3 units annually".

4 SEC. 109. Section 3542(a) of title 39, United States  
 5 Code, is amended to read as follows—

6 "(a) There is established a basic compensation sched-  
 7 ule for positions in the postal field service which shall be  
 8 known as the Postal Field Service Schedule and for which  
 9 the symbol shall be 'PFS'. Except as provided in sections  
 10 3543 and 3544 of this title, basic compensation shall be paid  
 11 to all employees in accordance with such schedule.

12 "POSTAL FIELD SERVICE SCHEDULE

| "PFS    | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|---------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|         | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1.....  | \$3,945                    | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2.....  | 4,270                      | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3.....  | 4,615                      | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4.....  | 5,000                      | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5.....  | 5,345                      | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6.....  | 5,735                      | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7.....  | 6,140                      | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   | -----   |
| 8.....  | 6,650                      | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   | -----   | -----   |
| 9.....  | 7,190                      | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   | -----   | -----   |
| 10..... | 7,839                      | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  | -----   | -----   |
| 11..... | 8,650                      | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  | -----   | -----   |
| 12..... | 9,570                      | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  | -----   | -----   |
| 13..... | 10,575                     | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  | -----   | -----   |
| 14..... | 11,660                     | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  | -----   | -----   |
| 15..... | 12,885                     | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  | -----   | -----   |
| 16..... | 14,240                     | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  | -----   | -----   |
| 17..... | 15,755                     | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  | -----   | -----   |
| 18..... | 17,450                     | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  | -----   | -----   |
| 19..... | 19,345                     | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  | -----   | -----   | -----   | -----   |
| 20..... | 21,445                     | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

13 SEC. 110. Section 3543(a) of title 39, United States  
 14 Code, is amended to read as follows—

15 "(a) There is established a basic compensation schedule  
 16 which shall be known as the Rural Carrier Schedule and for  
 17 which the symbol shall be 'RCS'.



1

“RURAL CARRIER SCHEDULE”

|                                                                        | “Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                        | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service.                                    |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route. | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25”.    |

2        SEC. 111. (a) Section 3544 of title 39, United States  
3 Code, is amended to read as follows:

4        “§ 3544. Fourth Class Office Schedule

5        “(a) There is established a basic compensation schedule  
6 which shall be known as the Fourth Class Office Schedule  
7 and for which the symbol shall be ‘FOS’, for postmasters in  
8 post offices of the fourth class which is based on the revenue  
9 units of the post office for the preceding fiscal year. Basic  
10 compensation shall be paid to postmasters in post offices of  
11 the fourth class in accordance with this schedule.

“FOURTH-CLASS OFFICE SCHEDULE

| “Revenue units      | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|---------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 30 but less than 36 | \$3,769                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| 24 but less than 30 | 3,485                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| 18 but less than 24 | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| 12 but less than 18 | 2,258                     | 2,331   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| 6 but less than 12  | 1,628                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than 6         | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775”. |

12        “(b) The basic salary of postmasters in fourth-class post  
13 offices shall be readjusted for changes in revenue units at the  
14 start of the first pay period after January 1 of each year.  
15 When a post office is restored to a revenue unit category held  
16 by it prior to relegation to a lower revenue unit category, the  
17 postmaster’s basic salary may be adjusted to the highest salary

1 *step held by him when the post office was in the higher revenue*  
2 *unit category. In all other cases, in adjusting a postmaster's*  
3 *basic salary under this section, the basic salary shall be fixed*  
4 *at the lowest step which is higher than the basic salary re-*  
5 *ceived by the postmaster at the end of the preceding fiscal year.*  
6 *If there is no such step the basic salary shall be fixed at the*  
7 *highest step for the adjusted revenue units of the office. Each*  
8 *increase in basic salary because of change in revenue units*  
9 *shall be deemed the equivalent of a step increase under section*  
10 *3552 of this title and the waiting period, for purposes of ad-*  
11 *vancement to the next step, shall begin on the date of*  
12 *adjustment.*

13       “(c) *The basic salaries of postmasters at newly estab-*  
14 *lished offices of the fourth class shall be fixed at the lowest*  
15 *salary rate. Whenever unusual conditions prevail at any*  
16 *post office of the fourth class the Postmaster General may*  
17 *advance such office to the appropriate category based on his*  
18 *estimate of the number of revenue units which the office will*  
19 *have during the succeeding twelve months. Any fourth-class*  
20 *office advanced to the appropriate category pursuant to this*  
21 *subsection shall not be reduced in category until the start of*  
22 *the first pay period after January 1 of the calendar year fol-*  
23 *lowing the calendar year in which it was so advanced, at*  
24 *which time it shall be assigned to the category indicated by*  
25 *the revenue units for the preceding fiscal year.*

26       “(d) *Persons who perform the duties of postmaster*



1 at post offices of the fourth class where there is a vacancy  
2 or during the absence of the postmaster on sick or annual  
3 leave, or leave without pay, shall be paid the same basic  
4 salary to which they would have been entitled if regularly  
5 appointed as postmaster.

6 “(e) The Postmaster General may allow to postmasters  
7 in fourth-class post offices additional compensation for sepa-  
8 rating services and for unusual conditions during a portion  
9 of the year, in lieu of an allowance for clerical services for  
10 this purpose.

11 “(f) At seasonal post offices of the fourth class, the  
12 Postmaster General may authorize the payment of the basic  
13 salary prorated over the pay periods the office is open for  
14 business during the fiscal year.

15 “(g) Where the revenue units of a post office of the  
16 third class for each of two consecutive fiscal years are less  
17 than 36, or where in any fiscal year the revenue units are  
18 less than 33, the post office shall be relegated to the fourth  
19 class and the basic salary of the postmaster shall be fixed in  
20 the manner provided in subsection (b) of this section.

21 “(h) When required by the Postmaster General a post-  
22 master at a fourth-class office shall, and any other postmaster  
23 in PFS level 5 when permitted by the Postmaster General  
24 may, furnish quarters, fixtures, and equipment for an office  
25 on an allowance basis. The allowance for this purpose shall

1 *be an amount equal to 15 per centum of the basic compensa-*  
 2 *tion for the postmaster at the office."*

3 *SEC. 112. (a) Subsection (a) of section 6007 of title*  
 4 *39, United States Code, is amended to read as follows:*

5 *"(a) The Postmaster General shall pay to persons,*  
 6 *other than special delivery messengers at post offices of the*  
 7 *first class, for making delivery of special delivery mail such*  
 8 *fees as may be established by him not in excess of the special*  
 9 *delivery fee."*

10 *(b) Section 2009 of title 39, United States Code, is*  
 11 *amended by deleting "at any price less than eight cents per*  
 12 *piece" and inserting in lieu thereof "at any price less than*  
 13 *the fees established pursuant to section 6007(a) of this*  
 14 *title."*

15 *SEC. 113. Section 3560 of title 39, United States Code,*  
 16 *is amended—*

17 *(1) by striking out "gross receipts" in subsection*  
 18 *(a)(3) and inserting in lieu thereof "revenue unit";*  
 19 *and*

20 *(2) by striking out "gross receipts" in subsection*  
 21 *(f)(1) and inserting in lieu thereof "revenue unit".*

22 *SEC. 114. (a) Section 3552(a) of title 39, United*  
 23 *States Code, is amended to read as follows:*

24 *"(a)(1) Each employee subject to the Postal Field*



1 *Service Schedule, each employee subject to the Rural Carrier*  
 2 *Schedule, and each employee subject to the Fourth Class*  
 3 *Office Schedule who has not reached the highest step for his*  
 4 *position shall be advanced successively to the next higher step*  
 5 *as follows:*

6           “(A) to steps 2, 3, 4, 5, 6, and 7—at the beginning  
 7           of the first pay period following the completion of fifty-  
 8           two calendar weeks of satisfactory service; and

9           “(B) to steps 8 and above—at the beginning of the  
 10           first pay period following the completion of one hundred  
 11           and fifty-six calendar weeks of satisfactory service.

12           “(2) The receipt of an equivalent increase during any  
 13           of the waiting periods specified in this subsection shall cause  
 14           a new full waiting period to commence for further step  
 15           increases.”

16           (b) Section 3552 of title 39, United States Code, is  
 17           further amended by adding the following new subsection at  
 18           the end thereof:

19           “(d) Notwithstanding the provisions of subsections (a),  
 20           (b), and (c) of this section, the Postmaster General is  
 21           authorized to advance any employee in PFS level 9 or below  
 22           who—

23           “(1) was promoted to a higher level between July  
 24           9, 1960, and October 13, 1962; and

25           “(2) is senior with respect to total postal service to

1        *an employee in his own post office promoted to the same*  
2        *position since October 13, 1962, and is at a step in the*  
3        *level below the step of the junior employee.*

4        *Any increase under the provisions of this subsection shall not*  
5        *constitute an equivalent increase and credit earned prior to*  
6        *adjustment under this subsection for advancement to the next*  
7        *step shall be retained."*

8        *SEC. 115. (a) Section 711 of title 39, United States*  
9        *Code, is repealed.*

10        *(b) The table of contents of chapter 7 of title 39, United*  
11        *States Code, is amended by deleting*

*"711. Method of determining gross receipts."*

12        *SEC. 116. The basic compensation of each employee*  
13        *subject to the Postal Field Service Schedule, the Rural*  
14        *Carrier Schedule, or the Fourth Class Office Schedule, im-*  
15        *mediately prior to the effective date of this section shall be*  
16        *determined as follows:*

17            *(1) Each employee shall be assigned to the same*  
18        *numerical step for his position which he had attained*  
19        *immediately prior to such effective date. If changes*  
20        *in levels, receipts categories, or steps would otherwise*  
21        *occur on such effective date without regard to enactment*  
22        *of this Act, such changes shall be deemed to have oc-*  
23        *curred prior to conversion.*



1           (2) *If the existing basic compensation is greater*  
 2           *than the rate to which the employee is converted under*  
 3           *paragraph (1) of this section, the employee shall be*  
 4           *placed in the lowest step which exceeds his basic com-*  
 5           *ensation. If the existing basic compensation exceeds*  
 6           *the maximum step of his position, his existing basic*  
 7           *compensation shall be established as his basic compen-*  
 8           *sation.*

9       EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND  
 10       SURGERY OF THE VETERANS' ADMINISTRATION

11       SEC. 117. (a) *Section 4103 of title 38, United States*  
 12       *Code, relating to the appointment and annual salaries of cer-*  
 13       *tain staff positions in the Department of Medicine and Sur-*  
 14       *gery of the Veterans' Administration, is amended to read as*  
 15       *follows:*

16       “§ 4103. *Office of the Chief Medical Director*

17       “(a) *The Office of the Chief Medical Director shall*  
 18       *consist of the following—*

19               “(1) *The Chief Medical Director, who shall*  
 20               *be the Chief of the Department of Medicine and*  
 21               *Surgery and shall be directly responsible to the*  
 22               *Administrator for the operations of the Department.*  
 23               *He shall be a qualified doctor of medicine, appointed*  
 24               *by the Administrator.*

25               “(2) *The Deputy Chief Medical Director, who*

1     *shall be the principal assistant of the Chief Medical*  
2     *Director. He shall be a qualified doctor of medicine,*  
3     *appointed by the Administrator.*

4             *“(3) Not to exceed five Assistant Chief Medical*  
5     *Directors, who shall be appointed by the Administrator*  
6     *upon the recommendation of the Chief Medical Director.*  
7     *One Assistant Chief Medical Director shall be a qualified*  
8     *doctor of dental surgery or dental medicine who shall*  
9     *be directly responsible to the Chief Medical Director for*  
10    *the operation of the Dental Service.*

11            *“(4) Such Medical Directors as may be appointed*  
12    *by the Administrator, upon the recommendation of the*  
13    *Chief Medical Director, to suit the needs of the Depart-*  
14    *ment. A Medical Director shall be either a qualified*  
15    *doctor of medicine or a qualified doctor of dental surgery*  
16    *or dental medicine.*

17            *“(5) A Director of Nursing Service, who shall be*  
18    *a qualified registered nurse, appointed by the Adminis-*  
19    *trator, and who shall be responsible to the Chief Medi-*  
20    *cal Director for the operation of the Nursing Service.*

21            *“(6) A Chief Pharmacist and a Chief Dietitian,*  
22    *appointed by the Administrator.*

23            *“(7) Such other personnel and employees as may*  
24    *be authorized by this chapter.*

25            *“(b) Except as provided in subsection (c), any ap-*



1 pointment under this section shall be for a period of four  
2 years, with reappointment permissible for successive like  
3 periods, except that persons so appointed or reappointed shall  
4 be subject to removal by the Administrator for cause.

5       “(c) The Administrator may designate a member of the  
6 Chaplain Service of the Veterans’ Administration as Direc-  
7 tor, Chaplain Service, for a period of two years, subject to  
8 removal by the Administrator for cause. Redesignation  
9 under this subsection may be made for successive like  
10 periods. An individual designated as Director, Chaplain  
11 Service, shall at the end of his period of service as Director  
12 revert to the position, grade, and status which he held im-  
13 mediately prior to being designated Director, Chaplain  
14 Service, and all service as Director, Chaplain Service, shall  
15 be creditable as service in the former position.”.

16       (b) The table of contents of chapter 73 of title 38,  
17 United States Code, is amended by striking out

“4103. Appointments and compensation.”

18 and inserting in lieu thereof:

“4103. Office of the Chief Medical Director.”.

19       (c) Section 2 of the Act of July 31, 1894, as amended  
20 (5 U.S.C. 62), shall not apply to any individual appointed,  
21 before January 1, 1964, as Chief Medical Director under  
22 section 4103 of title 38, United States Code; but section  
23 212 of the Act of June 30, 1932, as amended (5 U.S.C.

1 59a), shall apply, in accordance with its terms, to any such  
2 individual.

3 SEC. 118. Section 4107 of title 38, United States Code,  
4 relating to grades and pay scales for certain positions within  
5 the Department of Medicine and Surgery of the Veterans'  
6 Administration, is amended to read as follows:

7 "§ 4107. Grades and pay scales

8 "(a) The per annum full-pay scale or ranges for posi-  
9 tions provided in section 4103 of this title, other than Chief  
10 Medical Director and Deputy Chief Medical Director, shall  
11 be as follows:

12 "SECTION 4103 SCHEDULE

13 "Assistant Chief Medical Director, \$24,500.

14 "Medical Director, \$21,445 minimum to \$24,445 maxi-  
15 mum.

16 "Director of Nursing Service, \$16,460 minimum to  
17 \$21,590 maximum.

18 "Director, Chaplain Service, \$16,460 minimum to  
19 \$21,590 maximum.

20 "Chief Pharmacist, \$16,460 minimum to \$21,590 maxi-  
21 mum.

22 "Chief Dietitian, \$16,460 minimum to \$21,590 maxi-  
23 mum.

24 "(b) (1) The grades and per annum full-pay ranges for



1 positions provided in paragraph (1) of section 4104 of this  
2 title shall be as follows:

3 "PHYSICIAN AND DENTIST SCHEDULE

4 "Director grade, \$18,935 minimum to \$24,175 maxi-  
5 mum.

6 "Executive grade, \$17,655 minimum to \$23,190 maxi-  
7 mum.

8 "Chief grade, \$16,460 minimum to \$21,590 maximum.

9 "Senior grade, \$14,170 minimum to \$18,580 maximum.

10 "Intermediate grade, \$12,075 minimum to \$15,855  
11 maximum.

12 "Full grade, \$10,250 minimum to \$13,445 maximum.

13 "Associate grade, \$8,650 minimum to \$11,305 maxi-  
14 mum.

15 "NURSE SCHEDULE

16 "Assistant Director grade, \$14,170 minimum to \$18,580  
17 maximum.

18 "Chief grade, \$12,075 minimum to \$15,855 maximum.

19 "Senior grade, \$10,250 minimum to \$13,445 maximum.

20 "Intermediate grade, \$8,650 minimum to \$11,305  
21 maximum.

22 "Full grade, \$7,220 minimum to \$9,425 maximum.

23 "Associate grade, \$6,315 minimum to \$8,205 maximum.

24 "Junior grade, \$5,505 minimum to \$7,170 maximum.

25 "(2) No person may hold the director grade unless

1 he is serving as a director of a hospital, domiciliary, center,  
 2 or outpatient clinic (independent). No person may hold  
 3 the executive grade unless he holds the position of chief  
 4 of staff at a hospital, center, or outpatient clinic (independ-  
 5 ent), or the position of clinic director at an outpatient  
 6 clinic, or comparable position.”.

7 FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND

8 EMPLOYEES

9 SEC. 119. Section 412 of the Foreign Service Act of  
 10 1946, as amended (22 U.S.C. 867), is amended to read as  
 11 follows:

12 “FOREIGN SERVICE OFFICERS

13 “SEC. 412. There shall be ten classes of Foreign Service  
 14 officers, including the classes of career ambassador and of  
 15 career minister. The per annum salary of a career ambas-  
 16 sador shall be at the rate provided by law for level IV of  
 17 the Federal Executive Salary Schedule. The per annum  
 18 salary of a career minister shall be at the rate provided by  
 19 law for level V of such schedule. The per annum salaries  
 20 of Foreign Service officers within each of the other classes  
 21 shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1----- | \$22,650 | \$23,440 | \$24,500 | -----    | -----    | -----    | -----    |
| Class 2-----  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3-----  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4-----  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5-----  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   |
| Class 6-----  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   |
| Class 7-----  | 7,010    | 7,245    | 7,480    | 7,715    | 7,950    | 8,185    | 8,420    |
| Class 8-----  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250”.  |



1        *SEC. 120. Subsection (a) of section 415 of such Act*  
2   *(22 U.S.C. 870(a)) is amended to read as follows:*

3        *“(a) There shall be ten classes of Foreign Service staff*  
4   *officers and employees, referred to hereafter as staff officers*  
5   *and employees. The per annum salaries of such staff officers*  
6   *and employees within each class shall be as follows:*

|                      |                 |                 |                 |                 |                 |                 |                 |                 |                 |                 |
|----------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| <i>“Class 1.....</i> | <i>\$14,880</i> | <i>\$15,375</i> | <i>\$15,890</i> | <i>\$16,405</i> | <i>\$16,920</i> | <i>\$17,435</i> | <i>\$17,950</i> | <i>\$18,465</i> | <i>\$18,980</i> | <i>\$19,495</i> |
| <i>Class 2.....</i>  | <i>12,075</i>   | <i>12,495</i>   | <i>12,915</i>   | <i>13,335</i>   | <i>13,755</i>   | <i>14,175</i>   | <i>14,595</i>   | <i>15,015</i>   | <i>15,435</i>   | <i>15,855</i>   |
| <i>Class 3.....</i>  | <i>9,945</i>    | <i>10,290</i>   | <i>10,635</i>   | <i>10,980</i>   | <i>11,325</i>   | <i>11,670</i>   | <i>12,015</i>   | <i>12,360</i>   | <i>12,705</i>   | <i>13,050</i>   |
| <i>Class 4.....</i>  | <i>8,295</i>    | <i>8,580</i>    | <i>8,865</i>    | <i>9,150</i>    | <i>9,435</i>    | <i>9,720</i>    | <i>10,005</i>   | <i>10,290</i>   | <i>10,575</i>   | <i>10,860</i>   |
| <i>Class 5.....</i>  | <i>7,430</i>    | <i>7,735</i>    | <i>7,990</i>    | <i>8,245</i>    | <i>8,500</i>    | <i>8,755</i>    | <i>9,010</i>    | <i>9,265</i>    | <i>9,520</i>    | <i>9,775</i>    |
| <i>Class 6.....</i>  | <i>6,765</i>    | <i>6,980</i>    | <i>7,205</i>    | <i>7,430</i>    | <i>7,655</i>    | <i>7,880</i>    | <i>8,105</i>    | <i>8,330</i>    | <i>8,555</i>    | <i>8,780</i>    |
| <i>Class 7.....</i>  | <i>6,205</i>    | <i>6,410</i>    | <i>6,615</i>    | <i>6,820</i>    | <i>7,025</i>    | <i>7,230</i>    | <i>7,435</i>    | <i>7,640</i>    | <i>7,845</i>    | <i>8,050</i>    |
| <i>Class 8.....</i>  | <i>5,490</i>    | <i>5,675</i>    | <i>5,860</i>    | <i>6,045</i>    | <i>6,230</i>    | <i>6,415</i>    | <i>6,600</i>    | <i>6,785</i>    | <i>6,970</i>    | <i>7,155</i>    |
| <i>Class 9.....</i>  | <i>5,010</i>    | <i>5,175</i>    | <i>5,340</i>    | <i>5,505</i>    | <i>5,670</i>    | <i>5,835</i>    | <i>6,000</i>    | <i>6,165</i>    | <i>6,330</i>    | <i>6,495</i>    |
| <i>Class 10.....</i> | <i>4,480</i>    | <i>4,630</i>    | <i>4,780</i>    | <i>4,930</i>    | <i>5,080</i>    | <i>5,230</i>    | <i>5,380</i>    | <i>5,530</i>    | <i>5,680</i>    | <i>5,830”.</i>  |

7        *SEC. 121. Foreign Service officers, Reserve officers, and*  
8   *Foreign Service staff officers and employees who are en-*  
9   *titled to receive basic compensation immediately prior to the*  
10   *effective date of this section at one of the rates provided by*  
11   *section 412 or 415 of the Foreign Service Act of 1946, shall*  
12   *receive basic compensation, on and after such effective date,*  
13   *at the rate of their class determined to be appropriate by*  
14   *the Secretary of State.*

15        *AGRICULTURAL STABILIZATION AND CONSERVATION*

16                    *COUNTY COMMITTEE EMPLOYEES*

17        *SEC. 122. The rates of compensation of persons em-*  
18   *ployed by the county committees established pursuant to sec-*  
19   *tion 8(b) of the Soil Conservation and Domestic Allotment*  
20   *Act (16 U.S.C. 590h(b)) shall be increased by amounts*  
21   *equal, as nearly as may be practicable, to the increases pro-*

1 vided by section 102 of this Act for corresponding rates of  
2 compensation in the appropriate schedule or scale of pay.

3 MISCELLANEOUS PROVISIONS

4 SEC. 123. Section 504 of the Federal Salary Reform  
5 Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by  
6 adding at the end thereof the following new subsection:

7 “(d) The rate of basic compensation, established under  
8 this section, and received by any officer or employee im-  
9 mediately prior to the effective date of a statutory increase in  
10 the compensation schedules of the salary systems specified  
11 in subsection (a) shall be initially adjusted on the effective  
12 date of such new compensation schedules in accordance with  
13 conversion rules and regulations prescribed by the President  
14 or by such agency or agencies as he may designate.”

15 SEC. 124. Subsection (b) of the first section of the Act  
16 entitled “An Act to provide retirement, clerical assistants, and  
17 free mailing privileges to former Presidents of the United  
18 States, and for other purposes”, approved August 25, 1958  
19 (72 Stat. 838; 3 U.S.C. note fol. 102), is amended by  
20 striking out “\$50,000” and inserting in lieu thereof  
21 “\$65,000”.

22 ABSORPTION OF COSTS

23 SEC. 125. (a) The cost of not less than 10 per centum  
24 of the aggregate amount of the increases in compensation  
25 provided by this title for the fiscal year 1965 shall be



1 absorbed by the departments, agencies, establishments, and  
2 corporations in the executive branch; and no amount beyond  
3 the additional sum for such compensation increases pro-  
4 posed in the budget for the fiscal year 1965 is authorized  
5 to be appropriated by any provision of this Act. The total  
6 amount of such absorption shall be allocated by the Bureau  
7 of the Budget among such departments, agencies, establish-  
8 ments, and corporations in such manner and to such extent  
9 as the Director of the Bureau of the Budget deems appro-  
10 priate in the light of their essential functions.

11 (b) Pursuant to the objective of this section, heads of  
12 the executive branch activities concerned are directed to  
13 review with meticulous care each vacancy resulting from  
14 voluntary resignation, retirement, or death and to determine  
15 whether the duties of the position can be reassigned to other  
16 employees or whether the position can be abolished without  
17 seriously affecting the execution of essential functions.

18 (c) Nothing contained in subsection (a) of this section  
19 shall be held or considered to require (1) the separation  
20 from the service of any individual by reduction in force or  
21 other personnel action or (2) the placing of any individual  
22 in a leave-without-pay status.

## 23 TITLE II—FEDERAL LEGISLATIVE SALARIES

24 SEC. 201. This title may be cited as the "Federal Legis-  
25 lative Salary Act of 1964".

1        *SEC. 202. (a) Each officer or employee in or under the*  
2 *legislative branch of the Government whose rate of com-*  
3 *pensation is increased by section 5 of the Federal Employees*  
4 *Pay Act of 1946 shall be paid additional compensation in*  
5 *an amount equal to the greater of the following amounts, as*  
6 *applicable:*

7            *(1) an amount equal to  $3\frac{1}{2}$  per centum of his gross*  
8 *rate of compensation (basic compensation plus addi-*  
9 *tional compensation authorized by law) in effect im-*  
10 *mediately prior to the effective date of this section plus*  
11 *1 per centum of such gross rate for each whole multiple,*  
12 *or part of a multiple, of \$500 basic compensation; or*

13            *(2) an amount equal to 5 per centum of such gross*  
14 *rate.*

15        *(b) The total annual compensation in effect immediately*  
16 *prior to the effective date of this section of each officer or em-*  
17 *ployee of the House of Representatives, whose compensation*  
18 *is disbursed by the Clerk of the House of Representatives and*  
19 *is not increased by reason of any other provision of this title,*  
20 *shall be increased by an amount which is equal to the amount*  
21 *of the increase provided by subsection (a) of this section in*  
22 *that gross rate which is nearest in amount to the total an-*  
23 *nual compensation of such officer or employee.*

24        *(c) Each of the limitations on gross rate per thousand*



1 *and gross rate per hour per person provided by applicable*  
2 *law on the effective date of this section with respect to the*  
3 *folding of speeches and pamphlets for the House of Repre-*  
4 *sentatives shall be increased by 7 per centum. The amount*  
5 *of each increase under this subsection shall be computed to*  
6 *the nearest cent, counting one-half cent and over as a whole*  
7 *cent.*

8       *(d) The additional compensation provided by this sec-*  
9 *tion shall be considered a part of basic compensation for the*  
10 *purposes of the Civil Service Retirement Act (5 U.S.C.*  
11 *2251 and the following).*

12       *(e) Section 202(e) of the Legislative Reorganization*  
13 *Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—*

14           *(1) by striking out “\$8,880” where it first appears*  
15 *in such subsection and inserting in lieu thereof “the*  
16 *highest amount which, together with additional com-*  
17 *ensation authorized by law, will not exceed the maxi-*  
18 *mum rate authorized by the Classification Act of 1949,*  
19 *as amended,”; and*

20           *(2) by striking out “\$8,880” at the second place*  
21 *where it appears in such subsection and inserting in lieu*  
22 *thereof “the highest amount which, together with addi-*  
23 *tional compensation authorized by law, will not exceed*  
24 *the maximum rate authorized by the Classification Act*  
25 *of 1949, as amended”.*

1       (f)(1) This subsection is enacted as an exercise of the  
2 rulemaking power of the House of Representatives with full  
3 recognition of the constitutional right of the House of Repre-  
4 sentatives to change the rule amended by this subsection at  
5 any time, in the same manner, and to the same extent as in  
6 the case of any other rule of the House of Representatives.

7       (2) Clause 28(c) of Rule XI of the Rules of the  
8 House of Representatives is amended—

9           (A) by striking out “\$8,880” where it first appears  
10 in such clause and inserting in lieu thereof “the highest  
11 amount which, together with additional compensation  
12 authorized by law, will not exceed the maximum rate  
13 authorized by the Classification Act of 1949, as  
14 amended,”; and

15           (B) by striking out “\$8,880” at the second place  
16 where it appears in such clause and inserting in lieu  
17 thereof “the highest amount which, together with ad-  
18 ditional compensation authorized by law, will not exceed  
19 the maximum rate authorized by the Classification Act  
20 of 1949, as amended.

21       (g) The basic compensation of each employee in the  
22 office of a Senator is hereby adjusted, effective on the ef-  
23 fective date prescribed by section 501(a), to the lowest  
24 multiple of \$60 which will provide a gross rate of compen-  
25 sation not less than the gross rate such employee was receiv-



1 ing immediately prior thereto, except that the foregoing pro-  
2 visions of this subsection shall not apply in the case of any  
3 employee if on or before the fifteenth day following the date  
4 of enactment of this Act, the Senator by whom such employee  
5 is employed notifies the disbursing office of the Senate in  
6 writing that he does not wish such provisions to apply to  
7 such employee. In any case in which, at the expiration of  
8 the time within which a Senator may give notice under this  
9 subsection, such Senator is deceased such notice shall be  
10 deemed to have been given.

11 (h) Notwithstanding the provision referred to in sub-  
12 section (i), the rates of gross compensation of the Secretary  
13 for the Majority of the Senate, the Secretary for the Minor-  
14 ity of the Senate, the Official Reporters of Debates of the  
15 Senate, the Parliamentarian of the Senate, the Senior Coun-  
16 sel in the Office of the Legislative Counsel of the Senate, and  
17 the Chief Clerk of the Senate are hereby increased by an  
18 amount which is equal to the amount of the increase which  
19 would be provided by subsection (a) of this section in that  
20 gross rate determined without regard to the provisions re-  
21 ferred to in subsection (i) of this section which is nearest in  
22 amount to the total annual compensation of such officer or  
23 employee.

24 (i) The paragraph imposing limitations on basic and  
25 gross compensation of officers and employees of the Senate

1 appearing under the heading "SENATE" in the Legislative  
2 Appropriation Act, 1956, as amended (74 Stat. 304; Public  
3 Law 86-568), is amended by striking out "\$18,880" and  
4 inserting in lieu thereof "\$22,945".

5 (j) The limitation on gross rate per hour per person  
6 provided by applicable law on the effective date of this sec-  
7 tion with respect to the folding of speeches and pamphlets  
8 for the Senate is hereby increased by 7 per centum. The  
9 amount of such increase shall be computed to the nearest  
10 cent, counting one-half cent and over as a whole cent. The  
11 provisions of subsection (a) of this section shall not apply  
12 to employees whose compensation is subject to such limitation.

13 (k) The gross rate of compensation of the Postmaster  
14 of the Senate shall be \$18,420, and the gross rate of  
15 compensation of the Assistant Postmaster of the Senate shall  
16 be \$14,570. The provisions of section 106 of the Legislative  
17 Branch Appropriation Act, 1963, shall not hereafter apply  
18 to employees referred to in this subsection.

19 SEC. 203. (a) The compensation of the Comptroller  
20 General of the United States shall be at the rate of \$30,000  
21 per annum.

22 (b) The compensation of the Assistant Comptroller  
23 General of the United States shall be at the rate of \$28,000  
24 per annum.

25 (c) The compensation of the General Counsel of the



1 *United States General Accounting Office, the Librarian of*  
2 *Congress, the Public Printer, and the Architect of the Capi-*  
3 *tol shall be at the rate of \$26,000 per annum.*

4 *(d) The compensation of the Deputy Librarian of Con-*  
5 *gress, the Deputy Public Printer, and the Assistant Architect*  
6 *of the Capitol shall be at the rate of \$24,500 per annum.*

7 *(e) The compensation of the Second Assistant Archi-*  
8 *tect of the Capitol shall be at the rate of \$22,500 per annum.*

9 *(f) The compensation of the Chaplain of the House of*  
10 *Representatives shall be at the rate of \$12,500 per annum.*

11 *(g) The compensation of the Secretary of the Senate,*  
12 *the Sergeant at Arms of the Senate, and the Legislative*  
13 *Counsel of the Senate shall be at the rate of \$27,500 per*  
14 *annum.*

15 *(h) The compensation of the Chaplain of the Senate*  
16 *shall be at the rate of \$15,000 per annum.*

17 *SEC. 204. Section 601(a) of the Legislative Reorgani-*  
18 *zation Act of 1946, as amended (2 U.S.C. 31), is amended*  
19 *to read as follows:*

20 *“(a) The compensation of Senators, Representatives in*  
21 *Congress, and the Resident Commissioner from Puerto Rico*  
22 *shall be at the rate of \$30,000 per annum each; and the*  
23 *compensation of the Speaker of the House of Representa-*  
24 *tives shall be at the rate of \$43,000 per annum.”*

25 *SEC. 205. No officer or employee subject to section 202*

1 *(a) or 202(b) of this title shall receive, by reason of any*  
2 *provision of this title, an increase in gross rate of compensa-*  
3 *tion (basic compensation plus additional compensation au-*  
4 *thorized by law), or in total annual compensation, which is*  
5 *in excess of the amount of the increase in basic compensation*  
6 *provided by the amendment made by section 102(a) of*  
7 *title I of this Act for positions in grade 18 of the General*  
8 *Schedule of the Classification Act of 1949, as amended.*

9 *TITLE III—FEDERAL EXECUTIVE SALARIES*

10 *SEC. 301. This title may be cited as the “Federal Execu-*  
11 *tive Salary Act of 1964”.*

12 *SEC. 302. There is hereby established for offices and*  
13 *positions to which section 303 of this title applies a basic*  
14 *compensation schedule, to be known as the “Federal Execu-*  
15 *tive Salary Schedule”, which shall be divided into five salary*  
16 *levels.*

17 *SEC. 303. (a) Level I of the Federal Executive Salary*  
18 *Schedule shall apply to the following offices and positions,*  
19 *for which the annual rate of basic compensation shall be*  
20 *\$35,000:*

21 *(1) Secretary of State.*

22 *(2) Secretary of the Treasury.*

23 *(3) Secretary of Defense.*

24 *(4) Attorney General.*

25 *(5) Postmaster General.*



1           (6) *Secretary of the Interior.*

2           (7) *Secretary of Agriculture.*

3           (8) *Secretary of Commerce.*

4           (9) *Secretary of Labor.*

5           (10) *Secretary of Health, Education, and Welfare.*

6           (b) *Level II of the Federal Executive Salary Schedule*  
7 *shall apply to the following offices and positions, for which*  
8 *the annual rate of basic compensation shall be \$30,000:*

9           (1) *Deputy Secretary of Defense.*

10          (2) *Under Secretary of State.*

11          (3) *Administrator, Agency for International De-*  
12 *velopment.*

13          (4) *Administrator of the National Aeronautics and*  
14 *Space Administration.*

15          (5) *Administrator of Veterans' Affairs.*

16          (6) *Administrator of the Housing and Home*  
17 *Finance Agency.*

18          (7) *Administrator of the Federal Aviation Agency.*

19          (8) *Chairman, Atomic Energy Commission.*

20          (9) *Chairman, Council of Economic Advisers.*

21          (10) *Chairman, Board of Governors of the Fed-*  
22 *eral Reserve System.*

23          (11) *Director of the Bureau of the Budget.*

24          (12) *Director of the Office of Science and Tech-*  
25 *nology.*

(13) *Director of the United States Arms Control and Disarmament Agency.*

(14) *Director of the United States Information Agency.*

(15) *Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: Provided, That thereafter the position shall be placed in level III.*

(16) *Director of Central Intelligence.*

(17) *Secretary of the Air Force.*

(18) *Secretary of the Army.*

(19) *Secretary of the Navy.*

(c) *Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$28,500:*

(1) *Deputy Attorney General.*

(2) *Solicitor General of the United States.*

(3) *Deputy Postmaster General.*

(4) *Under Secretary of Agriculture.*

(5) *Under Secretary of Commerce.*

(6) *Under Secretary of Commerce for Transportation.*

(7) *Under Secretary of Health, Education, and Welfare.*

(8) *Under Secretary of the Interior.*



1           (9) *Under Secretary of Labor.*

2           (10) *Under Secretary of State for Political Affairs*  
3 *or Under Secretary of State for Economic Affairs.*

4           (11) *Under Secretary of the Treasury.*

5           (12) *Under Secretary of the Treasury for*  
6 *Monetary Affairs.*

7           (13) *Administrator of General Services.*

8           (14) *Administrator of the Small Business Adminis-*  
9 *tration.*

10          (15) *Deputy Administrator of Veterans' Affairs.*

11          (16) *Deputy Administrator, Agency for Interna-*  
12 *tional Development.*

13          (17) *Chairman, Civil Aeronautics Board.*

14          (18) *Chairman of the United States Civil Service*  
15 *Commission.*

16          (19) *Chairman, Federal Communications Com-*  
17 *mission.*

18          (20) *Chairman, Board of Directors, Federal De-*  
19 *posit Insurance Corporation.*

20          (21) *Chairman of the Federal Home Loan Bank*  
21 *Board.*

22          (22) *Chairman, Federal Power Commission.*

23          (23) *Chairman, Federal Trade Commission.*

24          (24) *Chairman, Interstate Commerce Commission.*

25          (25) *Chairman, National Labor Relations Board.*

1           (26) *Chairman, Securities and Exchange Com-*  
2           *mission.*

3           (27) *Chairman, Board of Directors of the Ten-*  
4           *nessee Valley Authority.*

5           (28) *Comptroller of the Currency.*

6           (29) *Commissioner of Internal Revenue.*

7           (30) *Director of Defense Research and Engineer-*  
8           *ing, Department of Defense.*

9           (31) *Deputy Administrator of the National Aero-*  
10          *navics and Space Administration.*

11          (32) *Deputy Director of the Bureau of the Budget.*

12          (33) *Deputy Director of Central Intelligence.*

13          (34) *Director of the Office of Emergency Planning.*

14          (35) *Director of the Peace Corps.*

15          (36) *Director of Selective Service, so long as the*  
16          *position is held by the present incumbent: Provided, That*  
17          *thereafter the position shall be placed in Level IV.*

18          (37) *Chief Medical Director in the Department of*  
19          *Medicine and Surgery of the Veterans' Administration.*

20          (38) *Director of the National Science Foundation.*

21          (39) *Deputy Administrator of the Housing and*  
22          *Home Finance Agency.*

23          (40) *President, Export-Import Bank of Wash-*  
24          *ington.*

25          (d) *Level IV of the Federal Executive Salary Sched-*



1 *ule shall apply to the following offices and positions, for*  
2 *which the annual rate of basic compensation shall be \$27,000:*

3       *(1) Administrator, Bureau of Security and Con-*  
4 *sular affairs, Department of State.*

5       *(2) Deputy Administrator of the Federal Aviation*  
6 *Agency.*

7       *(3) Deputy Administrator of General Services.*

8       *(4) Associate Administrator of the National Aero-*  
9 *nautics and Space Administration.*

10       *(5) Assistant Administrators, Agency for Interna-*  
11 *tional Development (6).*

12       *(6) Regional Assistant Administrators, Agency for*  
13 *International Development (4).*

14       *(7) Under Secretary of the Department of the*  
15 *Air Force.*

16       *(8) Under Secretary of the Department of the*  
17 *Army.*

18       *(9) Under Secretary of the Department of the*  
19 *Navy.*

20       *(10) Deputy Under Secretaries of State (2).*

21       *(11) Assistant Secretaries of Agriculture (3).*

22       *(12) Assistant Secretaries of Commerce (4).*

23       *(13) Assistant Secretaries of Defense (7).*

24       *(14) Assistant Secretaries of the Air Force (3).*

25       *(15) Assistant Secretaries of the Army (3).*

- 1           (16) *Assistant Secretaries of the Navy (3).*
- 2           (17) *Assistant Secretaries of Health, Education,*
- 3 *and Welfare (2).*
- 4           (18) *Assistant Secretaries of the Interior (4).*
- 5           (19) *Assistant Attorneys General (9).*
- 6           (20) *Assistant Secretaries of Labor (4).*
- 7           (21) *Assistant Postmasters General (5).*
- 8           (22) *Assistant Secretaries of State (11).*
- 9           (23) *Assistant Secretaries of the Treasury (4).*
- 10          (24) *Chairman of the Federal Maritime Commis-*
- 11 *sion.*
- 12          (25) *Chairman of the National Mediation Board.*
- 13          (26) *Chairman of the Railroad Retirement Board.*
- 14          (27) *Chairman of the United States Tariff Com-*
- 15 *mission.*
- 16          (28) *Commissioner, Community Facilities Adminis-*
- 17 *tration.*
- 18          (29) *Commissioner, Federal Housing Administra-*
- 19 *tion.*
- 20          (30) *Commissioner, Public Housing Administra-*
- 21 *tion.*
- 22          (31) *Commissioner, Urban Renewal Administra-*
- 23 *tion.*
- 24          (32) *Director of Civil Defense.*



1           (33) *Director of the Federal Mediation and Con-*  
2           *ciliation Service.*

3           (34) *Deputy Chief Medical Director in the Depart-*  
4           *ment of Medicine and Surgery of the Veterans' Adminis-*  
5           *tration.*

6           (35) *Deputy Director, Office of Emergency Plan-*  
7           *ning.*

8           (36) *Deputy Director, Office of Science and Tech-*  
9           *nology.*

10          (37) *Deputy Director of the Peace Corps.*

11          (38) *Deputy Director of the United States Arms*  
12          *Control and Disarmament Agency.*

13          (39) *Deputy Director of the United States Infor-*  
14          *mation Agency.*

15          (40) *Associate Director of the Federal Bureau*  
16          *of Investigation, Department of Justice.*

17          (41) *Assistant Directors of the Bureau of the*  
18          *Budget (3).*

19          (42) *General Counsel of the Department of Agri-*  
20          *culture.*

21          (43) *General Counsel of the Department of Com-*  
22          *merce.*

23          (44) *General Counsel of the Department of De-*  
24          *fense.*

1           (45) *General Counsel of the Department of Health,*  
2           *Education, and Welfare.*

3           (46) *Solicitor of the Department of the Interior.*

4           (47) *Solicitor of the Department of Labor.*

5           (48) *General Counsel of the National Labor Re-*  
6           *lations Board.*

7           (49) *General Counsel of the Post Office Depart-*  
8           *ment.*

9           (50) *Counselor of the Department of State.*

10          (51) *Legal Adviser of the Department of State.*

11          (52) *General Counsel of the Department of the*  
12          *Treasury.*

13          (53) *First Vice President, Export-Import Bank*  
14          *of Washington.*

15          (54) *General Manager of the Atomic Energy*  
16          *Commission.*

17          (55) *Governor of the Farm Credit Administra-*  
18          *tion.*

19          (56) *Inspector General, Foreign Assistance.*

20          (57) *Members, Atomic Energy Commission.*

21          (58) *Members, Civil Aeronautics Board.*

22          (59) *Members, Council of Economic Advisers.*

23          (60) *Members, Export-Import Bank of Wash-*  
24          *ington.*



1           (61) *Members, Federal Communications Commis-*  
2           *sion.*

3           (62) *Members, Board of Directors of the Federal*  
4           *Deposit Insurance Corporation.*

5           (63) *Members, Federal Home Loan Bank Board.*

6           (64) *Members, Federal Power Commission.*

7           (65) *Members, Board of Governors of the Federal*  
8           *Reserve System.*

9           (66) *Members, Federal Trade Commission.*

10          (67) *Members, Interstate Commerce Commission.*

11          (68) *Members, National Labor Relations Board.*

12          (69) *Members, Securities and Exchange Commis-*  
13          *sion.*

14          (70) *Members, Board of Directors of the Tennessee*  
15          *Valley Authority.*

16          (71) *Members, United States Civil Service Com-*  
17          *mission.*

18          (e) *Level V of the Federal Executive Salary Schedule*  
19          *shall apply to the following offices and positions, for which*  
20          *the annual rate of basic compensation shall be \$26,000:*

21               (1) *Administrator, Agricultural Marketing Service,*  
22               *Department of Agriculture.*

23               (2) *Administrator, Agricultural Research Service,*  
24               *Department of Agriculture.*

1           (3) *Administrator, Agricultural Stabilization and*  
2           *Conservation Service, Department of Agriculture.*

3           (4) *Administrator, Farmers Home Administration.*

4           (5) *Administrator, Foreign Agricultural Service,*  
5           *Department of Agriculture.*

6           (6) *Administrator, Rural Electrification Admin-*  
7           *istration, Department of Agriculture.*

8           (7) *Administrator, Soil Conservation Service, De-*  
9           *partment of Agriculture.*

10          (8) *Administrator, Bonneville Power Administra-*  
11          *tion, Department of the Interior.*

12          (9) *Administrator of the National Capital Trans-*  
13          *portation Agency.*

14          (10) *Administrator of the St. Lawrence Seaway*  
15          *Development Corporation.*

16          (11) *Deputy Administrators of the Small Business*  
17          *Administration (4).*

18          (12) *Associate Administrator for Administration,*  
19          *Federal Aviation Agency.*

20          (13) *Associate Administrator for Development, Fed-*  
21          *eral Aviation Agency.*

22          (14) *Associate Administrator for Program, Federal*  
23          *Aviation Agency.*



1           (15) *Associate Administrator for Advanced Re-*  
2           *search and Technology, National Aeronautics and Space*  
3           *Administration.*

4           (16) *Associate Administrator for Space Science and*  
5           *Applications, National Aeronautics and Space Adminis-*  
6           *tration.*

7           (17) *Associate Administrator for Manned Space*  
8           *Flight, National Aeronautics and Space Administration.*

9           (18) *Associate Deputy Administrator, National*  
10          *Aeronautics and Space Administration.*

11          (19) *Deputy Associate Administrator, National*  
12          *Aeronautics and Space Administration.*

13          (20) *Associate Deputy Administrator of Veterans'*  
14          *Affairs.*

15          (21) *Archivist of the United States.*

16          (22) *Area Redevelopment Administrator, Depart-*  
17          *ment of Commerce.*

18          (23) *Assistant Secretary of Administration, De-*  
19          *partment of Agriculture.*

20          (24) *Assistant Secretary for Administration, De-*  
21          *partment of Health, Education, and Welfare.*

22          (25) *Assistant Secretary for Administration, De-*  
23          *partment of the Interior.*

24          (26) *Assistant Attorney General for Administra-*  
25          *tion.*

1           (27) *Assistant Secretary for Administration, De-*  
2           *partment of Labor.*

3           (28) *Assistant Secretary for Administration, De-*  
4           *partment of the Treasury.*

5           (29) *Assistant General Manager, Atomic Energy*  
6           *Commission.*

7           (30) *Assistant and Scientific Adviser to the Secre-*  
8           *tary of the Interior.*

9           (31) *Chairman of the Foreign Claims Settlement*  
10          *Commission.*

11          (32) *Chairman of the Military Liaison Committee*  
12          *to the Atomic Energy Commission, Department of*  
13          *Defense.*

14          (33) *Chairman of the Renegotiation Board.*

15          (34) *Chairman of the Subversive Activities Con-*  
16          *trol Board.*

17          (35) *Chief Counsel for the Internal Revenue Serv-*  
18          *ice, Department of the Treasury.*

19          (36) *Chief Forester, Forest Service, Department*  
20          *of Agriculture.*

21          (37) *Chief Postal Inspector, Post Office Depart-*  
22          *ment.*

23          (38) *Chief, Weather Bureau, Department of*  
24          *Commerce.*



1           (39) *Commissioner of Customs, Department of the*  
2           *Treasury.*

3           (40) *Commissioner, Federal Supply Service, Gen-*  
4           *eral Services Administration.*

5           (41) *Commissioner of Education, Department of*  
6           *Health, Education, and Welfare.*

7           (42) *Commissioner of Fish and Wildlife, Depart-*  
8           *ment of the Interior.*

9           (43) *Commissioner of Food and Drugs, Depart-*  
10          *ment of Health, Education, and Welfare.*

11          (44) *Commissioner of Immigration and Naturali-*  
12          *zation, Department of Justice.*

13          (45) *Commissioner of Indian Affairs, Department*  
14          *of the Interior.*

15          (46) *Chief Commissioner, Indian Claims Commis-*  
16          *sion.*

17          (47) *Associate Commissioners, Indian Claims Com-*  
18          *mission (2).*

19          (48) *Commissioner of Patents, Department of Com-*  
20          *merce.*

21          (49) *Commissioner, Public Buildings Service, Gen-*  
22          *eral Services Administration.*

23          (50) *Commissioner of Reclamation, Department of*  
24          *the Interior.*

1           (51) *Commissioner of Social Security, Department*  
2           *of Health, Education, and Welfare.*

3           (52) *Commissioner of Vocational Rehabilitation,*  
4           *Department of Health, Education, and Welfare.*

5           (53) *Commissioner of Welfare, Department of*  
6           *Health, Education, and Welfare.*

7           (54) *Director, Advanced Research Projects Agency,*  
8           *Department of Defense.*

9           (55) *Director of Agricultural Economics, Depart-*  
10          *ment of Agriculture.*

11          (56) *Director, Bureau of the Census, Department*  
12          *of Commerce.*

13          (57) *Director, Bureau of Mines, Department of*  
14          *the Interior.*

15          (58) *Director, Bureau of Prisons, Department of*  
16          *Justice.*

17          (59) *Director, Geological Survey, Department of*  
18          *the Interior.*

19          (60) *Director, Office of Research and Engineering,*  
20          *Post Office Department.*

21          (61) *Director, National Bureau of Standards, De-*  
22          *partment of Commerce.*

23          (62) *Director of Regulation, Atomic Energy Com-*  
24          *mission.*



1           (63) *Director of Science and Education, Depart-*  
2           *ment of Agriculture.*

3           (64) *Deputy Under Secretary for Monetary Af-*  
4           *fairs, Department of the Treasury.*

5           (65) *Deputy Commissioner of Internal Revenue,*  
6           *Department of the Treasury.*

7           (66) *Deputy Director, National Science Founda-*  
8           *tion.*

9           (67) *Deputy Director, Policy and Plans, United*  
10          *States Information Agency.*

11          (68) *Deputy General Counsel, Department of De-*  
12          *fense.*

13          (69) *Deputy General Manager, Atomic Energy*  
14          *Commission.*

15          (70) *Associate Director, Federal Mediation and*  
16          *Conciliation Service.*

17          (71) *Associate Director for Volunteers, Peace*  
18          *Corps.*

19          (72) *Associate Director for Program Development*  
20          *and Operations, Peace Corps.*

21          (73) *Assistants to the Director of the Federal Bu-*  
22          *reau of Investigation, Department of Justice (2).*

23          (74) *Assistant Directors, Office of Emergency*  
24          *Planning (3).*

1           (75) *Assistant Directors, United States Arms Con-*  
2           *trol and Disarmament Agency (4).*

3           (76) *Federal Highway Administrator, Depart-*  
4           *ment of Commerce.*

5           (77) *Fiscal Assistant Secretary of the Treasury.*

6           (78) *General Counsel of the Agency for Interna-*  
7           *tional Development.*

8           (79) *General Counsel of the Department of the*  
9           *Air Force.*

10          (80) *General Counsel of the Department of the*  
11          *Army.*

12          (81) *General Counsel of the Atomic Energy Com-*  
13          *mission.*

14          (82) *General Counsel of the Federal Aviation*  
15          *Agency.*

16          (83) *General Counsel of the Housing and Home*  
17          *Finance Agency.*

18          (84) *General Counsel of the Department of the*  
19          *Navy.*

20          (85) *General Counsel of the United States Arms*  
21          *Control and Disarmament Agency.*

22          (86) *Governor of the Canal Zone.*

23          (87) *Manpower Administrator, Department of*  
24          *Labor.*



1           (88) *Maritime Administrator, Department of Com-*  
2       *merce.*

3           (89) *Members, Foreign Claims Settlement Com-*  
4       *mission.*

5           (90) *Members, Maritime Commission.*

6           (91) *Members, National Mediation Board.*

7           (92) *Members, Railroad Retirement Board.*

8           (93) *Members, Renegotiation Board.*

9           (94) *Members, Subversive Activities Control*  
10       *Board.*

11          (95) *Members, United States Tariff Commission.*

12          (96) *President of the Federal National Mortgage*  
13       *Association.*

14          (97) *Special Assistant to the Secretary for Health*  
15       *and Medical Affairs, Department of Health, Education*  
16       *and Welfare.*

17       (f) *In addition to the offices and positions listed in sub-*  
18       *sections (d) and (e) of this section, the President is author-*  
19       *ized from time to time to place offices and positions held by*  
20       *not to exceed twenty persons in levels IV and V of the Federal*  
21       *Executive Salary Schedule when he deems such action neces-*  
22       *sary to reflect changes in organization, management responsibil-*  
23       *ities, or workload in any Federal department or agency. Any*  
24       *such action with respect to an office to which appointment*  
25       *is made by the President by and with the advice and consent*

1 of the Senate shall be effective only at the time of a new  
2 appointment to such office. Each action taken under this  
3 subsection shall be published in the Federal Register, except  
4 when it is determined by the President that such publication  
5 would be contrary to the interest of the national security.  
6 No action shall be taken under this subsection with respect  
7 to an office or position the compensation for which is fixed at  
8 a specific rate by this title or by statute enacted subsequent  
9 to the date of enactment of this Act.

10 SEC. 304. (a) Section 104 of title 3, United States  
11 Code (relating to the compensation of the Vice President),  
12 is amended by striking out "\$35,000" and inserting in lieu  
13 thereof "\$43,000".

14 (b) Section 105 of title 3, United States Code, is  
15 amended to read as follows:

16 "§ 105. Compensation of secretaries and executive, adminis-  
17 trative, and staff assistants to President

18 "The President is authorized to fix the compensation of  
19 the six administrative assistants authorized to be appointed  
20 under section 106 of this title, of the Executive Secretary of  
21 the National Security Council, of the Executive Secretary of  
22 the National Aeronautics and Space Council, and of eight  
23 other secretaries or immediate staff assistants in the White  
24 House Office at rates of basic compensation not to exceed  
25 that of level II of the Federal Executive Salary Schedule."



1            **CONFORMING CHANGES IN EXISTING LAW**

2            *SEC. 305. The following provisions of law are hereby*  
3 *repealed:*

4            (1) *The Federal Executive Pay Act of 1956, as*  
5 *amended (5 U.S.C. 2201-2209), establishing rates of basic*  
6 *compensation for heads of executive departments and other*  
7 *Federal officials.*

8            (2) *Section 3012(h) of title 10, United States Code,*  
9 *providing compensation of \$22,000 a year for the Secretary*  
10 *of the Army.*

11            (3) *Section 3013(b) of title 10, United States Code,*  
12 *fixing the annual salaries of the Under Secretary and each*  
13 *Assistant Secretary of the Army at \$20,000 a year.*

14            (4) *Section 5031(d) of title 10, United States Code,*  
15 *providing compensation of \$22,000 a year for the Secretary*  
16 *of the Navy.*

17            (5) *Section 5033(c) of title 10, United States Code,*  
18 *providing the annual salary of \$20,000 a year for the*  
19 *Under Secretary of the Navy.*

20            (6) *Section 304 of Public Law 87-651, approved Sep-*  
21 *tember 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note),*  
22 *providing compensation of \$20,000 a year for Assistant*  
23 *Secretaries of the Navy.*

24            (7) *Section 8012(g) of title 10, United States Code,*

1 *providing compensation of \$22,000 a year for the Secretary*  
2 *of the Air Force.*

3 (8) *Section 8013(b) of title 10, United States Code,*  
4 *fixing the annual salaries of the Under Secretary and each*  
5 *Assistant Secretary of the Air Force at \$20,000 a year.*

6 (9) *Section 137(c) of title 10, United States Code,*  
7 *fixing the compensation of the General Counsel of the*  
8 *Department of Defense at the rate prescribed by law for*  
9 *assistant secretaries of executive departments.*

10 (10)(A) *The last sentence of section 22 a. of the*  
11 *Atomic Energy Act of 1954, as amended (68 Stat. 924;*  
12 *71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual*  
13 *salaries of the Chairman and members of such Commission,*  
14 *which reads: "Each member, except the Chairman, shall*  
15 *receive compensation at the rate of \$22,000 per annum;*  
16 *and the member designated as Chairman shall receive*  
17 *compensation at the rate of \$22,500 per annum."*

18 (B) *That part of the first sentence of section 27 a. of*  
19 *the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C.*  
20 *2037(a)), relating to the salary of the Chairman of the*  
21 *Military Liaison Committee which reads: ", and who shall*  
22 *receive compensation at the rate prescribed for an Assistant*  
23 *Secretary of Defense"*.

24 (11) *That part of Reorganization Plan Numbered 1*



1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C.  
2 133z-15, note)—

3 (A) In section 2(b), relating to the annual salary  
4 of the Director of the Office of Emergency Planning,  
5 which reads: “and shall receive compensation at the  
6 rate now or hereafter prescribed by law for the heads  
7 of executive departments”;

8 (B) In section 2(c), relating to the annual salary  
9 of the Deputy Director of such Office, which reads:  
10 “shall receive compensation at the rate now or here-  
11 after prescribed by law for the under secretaries referred  
12 to in section 104 of the Federal Executive Pay Act of  
13 1956 (5 U.S.C. 2203),”; and

14 (C) In section 2(d) relating to the annual salaries  
15 of three Assistant Directors of such Office, which reads:  
16 “shall receive compensation at the rate now or hereafter  
17 prescribed by law for assistant secretaries of executive  
18 departments,”.

19 (12)(A) That part of the second sentence of section  
20 202(a) of the National Aeronautics and Space Act of 1958  
21 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual  
22 salary of the Administrator of the National Aeronautics and  
23 Space Administration, which reads: “, and shall receive com-  
24 pensation at the rate of \$22,500 per annum”.

25 (B) That part of the first sentence of section 202(b)

1 of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to  
2 the annual salary of the Deputy Administrator of such Ad-  
3 ministration, which reads: “, shall receive compensation at  
4 the rate of \$21,500 per annum,”.

5 (13)(A) That part of section 201(f) of the National  
6 Aeronautics and Space Act of 1958 (72 Stat. 428; 42  
7 U.S.C. 2471(f)), relating to the annual salary of a civilian  
8 executive secretary in the National Aeronautics and Space  
9 Council, which reads: “and shall receive compensation at  
10 the rate of \$20,000 a year”.

11 (B) That part of section 204 of such Act (72 Stat.  
12 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to  
13 the annual salary of the Chairman of the Civilian-Military  
14 Liaison Committee, as follows:

15 In subsection (a)(1), that part which reads: “, and  
16 shall receive compensation (in the manner provided  
17 in subsection (d)) at the rate of \$20,000 per annum”.

18 In the second sentence of subsection (d), that part  
19 which reads: “fixed by subsection (a)(1)”.

20 (14)(A) That part of the second sentence of section  
21 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C.  
22 151b(a)) as amended, relating to the rank and salary of  
23 the Counselor and of the Legal Adviser of the Department  
24 of State, which reads: “and shall receive the same salary as”.

25 (B) The last sentence of section 2(a) of the Act of May



1 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended,  
2 relating to the rate of basic compensation of the Deputy  
3 Under Secretaries of State, which reads: "Unless otherwise  
4 provided for by law, the rate of basic compensation of the  
5 Deputy Under Secretaries of State shall be the same as that  
6 of Assistant Secretaries of State."

7 (C) That part of the second sentence of section 2(b)  
8 of the Act of May 26, 1949, as amended (73 Stat. 265;  
9 5 U.S.C. 151b(b)), relating to the annual salary of the  
10 Under Secretary of State for Political Affairs or for Eco-  
11 nomic Affairs, as designated by the President, which reads:  
12 "shall receive compensation at the rate of \$22,000 a year  
13 and".

14 (15) The last sentence of section 210(a) of title 38,  
15 United States Code, relating to the annual salary of the  
16 Administrator of Veterans' Affairs, Veterans' Administra-  
17 tion, which reads: "He shall receive a salary of \$21,000  
18 a year, payable monthly."

19 (16)(A) The last sentence of section 201(a)(2) of  
20 the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C.  
21 1321(a)(2)), relating to the annual salaries of the Chair-  
22 man and members of the Civil Aeronautics Board, which  
23 reads: "Each member of the Board shall receive a salary at  
24 the rate of \$20,000 per annum, except that the member

1 *serving as Chairman shall receive a salary at the rate of*  
2 *\$20,500 per annum.”.*

3 *(B) That part of the second sentence of section 301(a)*  
4 *of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating*  
5 *to the annual salary of the Administrator of the Federal*  
6 *Aviation Agency, which reads: “, and who shall receive*  
7 *compensation at the rate of \$22,500 per annum”.*

8 *(C) That part of the second sentence of section 302(a)*  
9 *of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating*  
10 *to the annual salary of the Deputy Administrator of such*  
11 *Agency, which reads: “shall receive compensation at the*  
12 *rate of \$20,500 per annum, and”.*

13 *(17)(A) The last sentence of section 22 of the Arms*  
14 *Control and Disarmament Act (75 Stat. 632; 22 U.S.C.*  
15 *2562), relating to the annual salary of the Director of the*  
16 *United States Arms Control and Disarmament Agency,*  
17 *which reads: “He shall receive compensation at the rate*  
18 *of \$22,500 per annum.”.*

19 *(B) The second sentence of section 23 of such Act (75*  
20 *Stat. 632; 22 U.S.C. 2563), relating to the annual salary of*  
21 *the Deputy Director of such Agency, which reads: “He*  
22 *shall receive compensation at the rate of \$21,500 per*  
23 *annum.”.*

24 *(C) The second sentence of section 24 of such Act*



1 (75 Stat. 632; 22 U.S.C. 2564), relating to the annual  
2 salaries of the four Assistant Directors of such Agency, which  
3 reads: "They shall receive compensation at the rate of  
4 \$20,000 per annum."

5 (18) Section 3 of the Act of March 2, 1955 (69 Stat.  
6 10; 5 U.S.C. 294, 293, 295a), relating to the annual sal-  
7 aries of certain officials of the Department of Justice, which  
8 reads:

9 "SEC. 3. (a) The compensation of the Deputy Attorney  
10 General shall be at the rate of \$21,000 per annum.

11 "(b) The compensation of the Solicitor General shall  
12 be at the rate of \$20,500 per annum.

13 "(c) The compensation of each Assistant Attorney Gen-  
14 eral, other than the Administrative Assistant Attorney Gen-  
15 eral, shall be at the rate of \$20,000 per annum."

16 (19)(A) The last sentence of section 102(c) of Re-  
17 organization Plan Numbered 7 of 1961 (75 Stat. 840; 5  
18 U.S.C. 133z-15, note), relating to the annual salaries of the  
19 Chairman and members of the Federal Maritime Commis-  
20 sion, which reads: "The Chairman of the Commission shall  
21 receive a salary at the rate of \$20,500 per annum, and each  
22 of the other Commissioners shall receive a salary at the rate  
23 of \$20,000 per annum."

24 (B) That part of section 201 of such reorganization  
25 plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to

1 the annual salary of the Maritime Administrator in the  
2 Department of Commerce, which reads: "shall receive a  
3 salary at the rate of \$20,000 per annum,".

4 (20) That part of the fourth sentence of section 4(a) of  
5 the Securities Exchange Act of 1934, as amended (74 Stat.  
6 408 and 913; 15 U.S.C. 78d(a)), relating to the annual  
7 salaries of the Chairman and Commissioners of the Securi-  
8 ties and Exchange Commission, which reads: "shall receive  
9 a salary at the rate of \$20,000 a year, except that the Chair-  
10 man shall receive additional salary at the rate of \$500 a year  
11 and".

12 (21) Section 8 of the Food Additives Amendment of  
13 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the an-  
14 nual salary of the Commissioner of Food and Drugs at  
15 \$20,000 per annum.

16 (22) That part of the first sentence of section 3 of the  
17 Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502),  
18 relating to the annual salary of the Area Redevelopment  
19 Administrator in the Department of Commerce, which  
20 reads: "who shall receive compensation at a rate equal to  
21 that received by Assistant Secretaries of Commerce".

22 (23) The last sentence of section 203(b)(1) of the  
23 National Security Act of 1947 (72 Stat. 520; 5 U.S.C.  
24 171c(b)(1)), relating to the annual salary of the Director



1 *of Defense Research and Engineering in the Department of*  
2 *Defense, which reads: "The compensation of the Director*  
3 *is that prescribed by law for the Secretaries of the military*  
4 *departments."*.

5 (24) *In section 303(a) of title 23, United States*  
6 *Code,*

7 (A) *That part of the second sentence, relating to*  
8 *the annual salary of the Federal Highway Administrator*  
9 *in the Department of Commerce, which reads: "shall*  
10 *receive basic compensation at the rate prescribed by law*  
11 *for Assistant Secretaries of executive departments and";*  
12 *and*

13 (B) *The last sentence, relating to the annual salary*  
14 *of the Deputy Federal Highway Administrator in such*  
15 *department, which reads: "The Deputy Federal High-*  
16 *way Administrator shall receive basic compensation at*  
17 *a rate \$1,000 less than the rate provided for the Fed-*  
18 *eral Highway Administrator."*.

19 (25) *The last proviso in the paragraph under the*  
20 *heading "IMMIGRATION AND NATURALIZATION SERVICE"*  
21 *and under the subheading "SALARIES AND EXPENSES" in*  
22 *the Department of Justice Appropriation Act, 1959 (72*  
23 *Stat. 251; 5 U.S.C. 2206, note), relating to the annual*  
24 *salary of the Commissioner of the Immigration and Naturali-*  
25 *zation Service, which reads: ": Provided further, That, here-*

1 after, the compensation of the Commissioner of the Immigra-  
2 tion and Naturalization Service shall be \$20,000 per  
3 annum”.

4 (26) The second paragraph of section 3 of title 35,  
5 United States Code, relating to the annual salary of the  
6 Commissioner of Patents which reads: “The annual rate  
7 of compensation of the Commissioner shall be \$20,000.”.

8 (27) That part of section 4(a) of the Peace Corps Act  
9 (75 Stat. 612; 22 U.S.C. 2503(a)), relating to the annual  
10 salaries of the Director and of the Deputy Director of the  
11 Peace Corps, which reads: “, whose compensation shall be  
12 fixed by the President at a rate not in excess of \$20,000  
13 per annum,” and “, whose compensation shall be fixed by  
14 the President at a rate not in excess of \$19,500 per  
15 annum”.

16 (28)(A) Section 308 of title 39, United States Code,  
17 fixing the annual rate of basic compensation of the position  
18 of Chief Postal Inspector in the Post Office Department at  
19 \$19,000.

20 (B) That part of the table of contents of chapter 3 of  
21 title 39, United States Code, which reads as follows:

“308. Chief Postal Inspector.”.

22 (29) That part of the first sentence of section 4 of the  
23 International Travel Act of 1961 (75 Stat. 130; 22 U.S.C.  
24 2124), relating to the annual salary of the Director of the



1 *United States Travel Service in the Department of Com-*  
2 *merce, which reads: "who shall be compensated at the rate*  
3 *of \$19,000 per annum,".*

4 (30) *Section 14(b) of the Federal Employees Health*  
5 *Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)),*  
6 *which fixes the compensation of the Executive Director of*  
7 *the United States Civil Service Commission at \$19,000 per*  
8 *annum.*

9 (31) *That part of the first sentence of section 107(c)*  
10 *of the Renegotiation Act of 1951, as amended (73 Stat.*  
11 *211; 50 U.S.C. App. 1217(c)), relating to the annual*  
12 *salary of the General Counsel of the Renegotiation Board,*  
13 *which reads: ", and shall receive compensation at the rate*  
14 *of \$19,000 per annum".*

15 (32)(A) *That part of the third sentence in section*  
16 *201(a) of the National Capital Transportation Act of 1960*  
17 *(74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual*  
18 *salary of the Administrator of the National Capital Trans-*  
19 *portation Agency, which reads: ", and who shall receive com-*  
20 *penetration at a rate equal to the maximum rate for grade 18*  
21 *of the General Schedule of the Classification Act of 1949,*  
22 *as amended, plus \$500 per annum".*

23 (B) *That part of the first sentence of section 201(b)*  
24 *of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to*  
25 *the annual salary of the Deputy Administrator of such*  
26 *Agency, which reads: ", and who shall receive compensa-*

1 tion at a rate equal to the maximum rate for grade 18 of the  
 2 General Schedule of the Classification Act of 1949, as  
 3 amended”.

4 (33) The last sentence of section 624(d)(1) of the  
 5 Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C.  
 6 2384(d)(1)), as amended, fixing the compensation of cer-  
 7 tain officials in the Department of State, which reads: “The  
 8 Inspector General, Foreign Assistance, shall receive com-  
 9 pensation at the rate of \$20,000 annually; the Deputy In-  
 10 spector General, Foreign Assistance, shall receive compensa-  
 11 tion at the rate of \$20,000 annually, and each Assistant  
 12 Inspector General, Foreign Assistance, shall receive com-  
 13 pensation at the rate of \$19,000 annually.”.

14 (34) That part of section 202 of the Act of July 1,  
 15 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual  
 16 salary of the Administrative Assistant Secretary of Health,  
 17 Education, and Welfare, which reads: “, and whose annual  
 18 rate of basic compensation shall be \$19,000”.

19 (35) That part of the Public Works Appropriation Act,  
 20 1963, under the heading “DEPARTMENT OF THE IN-  
 21 TERIOR” and under the caption “BUREAU OF RECLAMA-  
 22 TION” and the subheading “ADMINISTRATIVE PROVISIONS”  
 23 (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual



1 salary of the present incumbent of the position of Commis-  
2 sioner of the Bureau of Reclamation, which reads:

3 "After September 30, 1962, the position of Commis-  
4 sioner of Reclamation shall have the annual rate of compen-  
5 sation as provided for positions listed in section 2205(a)  
6 of title 5, United States Code, so long as held by the present  
7 incumbent."

8 (36) That part of the Public Works Appropriation  
9 Act, 1962, under the heading "DEPARTMENT OF THE  
10 INTERIOR" and under the caption "BONNEVILLE POWER  
11 ADMINISTRATION" and the subheading "CONSTRUCTION"  
12 (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual  
13 salary of the present incumbent of the position of Adminis-  
14 trator, Bonneville Power Administration, which reads:

15 "After October 1, 1961, the position of Administrator,  
16 Bonneville Power Administration, shall have the same annual  
17 rate of compensation as that provided for positions listed in  
18 section 2205(b) of title 5, United States Code, so long as  
19 held by the present incumbent."

20 (37) Section 205 of the Public Works Appropriation  
21 Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note),  
22 as amended, relating to the salary of the present incumbent  
23 of the position of Administrator of the Southwestern Power  
24 Administration in the Department of the Interior, and to  
25 the salary of the Administrative Assistant Secretary of such  
26 Department, which reads:

1       “SEC. 205. After August 31, 1957, the salary of the  
2 Administrator of the Southwestern Power Administration  
3 shall be the same as the salary of the Administrator of the  
4 Bonneville Power Administration, so long as held by the  
5 present incumbent; and the salary of the Administrative As-  
6 sistant Secretary of the Department shall be the same as the  
7 Solicitor of the Department of the Interior.”.

8       (38) The proviso in the first paragraph under the head-  
9 ing “FEDERAL BUREAU OF INVESTIGATION” and under  
10 the subheading “SALARIES and EXPENSES” in the Depart-  
11 ment of Justice Appropriation Act, 1964 (77 Stat. 782;  
12 Public Law 88-245), relating to the annual salary of the  
13 present incumbent of the position of Director of the Federal  
14 Bureau of Investigation, which reads: “: Provided, That the  
15 compensation of the Director of the Bureau shall be \$22,000  
16 per annum so long as the position is held by the present in-  
17 cumbent” and provisions to the same effect contained in  
18 other appropriation Acts enacted prior to the effective date  
19 of this section relating to the annual salary of the present  
20 incumbent of the position of Director of the Federal Bureau  
21 of Investigation.

22       (39) That part of section 7801(b)(2) of the Internal  
23 Revenue Code of 1954, as amended, relating to the annual  
24 salary of the Assistant General Counsel of the Treasury De-  
25 partment who shall be the Chief Counsel for the Internal



1 *Revenue Service, which reads: "and shall receive basic com-*  
 2 *penetration at the annual rate of \$19,000".*

3 (40)(A) Sections 3018, 5014, and 8018 of title 10,  
 4 United States Code, relating to the compensation of the  
 5 general counsels of the military departments.

6 (B) The respective tables of contents of chapters 303,  
 7 503, and 803 of title 10, United States Code, are amended  
 8 by striking out

"3018. Compensation of General Counsel."  
 "5014. Compensation of General Counsel."; and  
 "8018. Compensation of General Counsel."

9 (41)(A) That part of section 2(a) of Reorganization  
 10 Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-  
 11 15, note), relating to the compensation of the Director of the  
 12 Office of Science and Technology, which reads: "and shall  
 13 receive compensation at the rate of \$22,500 per annum".

14 (B) That part of section 2(b) of such reorganization  
 15 plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to  
 16 the compensation of the Deputy Director of the Office of  
 17 Science and Technology, which reads: "and receive com-  
 18 pensation at the rate of \$20,500 per annum".

19 (C) That part of section 22(a) of such reorganization  
 20 plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to  
 21 the compensation of the Director of the National Science  
 22 Foundation, which reads: "shall receive compensation at the  
 23 rate of \$21,000 per annum and".

24 (42) That part of section 624(a) of the Foreign As-

1 *istance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)),*  
 2 *relating to the compensation of twelve officers in the agency*  
 3 *primarily responsible for administering part I of such Act,*  
 4 *which reads: "of whom—*

5       *"(1) one shall have the rank of an Under Secretary*  
 6 *and shall be compensated at a rate not to exceed the rate*  
 7 *authorized by law for any Under Secretary of an Execu-*  
 8 *tive Department;*

9       *"(2) one shall have the rank of Deputy Under*  
 10 *Secretary and shall be compensated at a rate not to*  
 11 *exceed the rate authorized by law for any Deputy Under*  
 12 *Secretary of an executive department; and*

13       *"(3) ten shall have the rank of Assistant Secre-*  
 14 *taries and shall be compensated at a rate not to exceed*  
 15 *the rate authorized by law for any Assistant Secretary*  
 16 *of an executive department,".*

17       *(43) That part of the first sentence of section 104(b)*  
 18 *of the Immigration and Nationality Act (66 Stat. 174; 8*  
 19 *U.S.C. 1104(b)), relating to the rank and compensation of*  
 20 *the Administrator, Bureau of Security and Consular Af-*  
 21 *fairs, which reads: "and compensation".*

22       *SEC. 306. (a) (1) Section 508 of title 28, United States*  
 23 *Code, is amended to read as follows:*

24       *"§ 508. Salaries*

25       *"Subject to subsection (f) of section 303 of the Federal*  
 26 *Executive Salary Act of 1964, the Attorney General shall*



1 *fix the annual salaries of United States attorneys, assistant*  
2 *United States attorneys, and attorneys appointed under*  
3 *section 503 of this title at rates of compensation not in excess*  
4 *of the highest rate of grade 18 of the General Schedule of the*  
5 *Classification Act of 1949, as amended."*

6       (2) *Subject to section 303(f) of this Act, each incum-*  
7 *bent United States attorney and assistant United States*  
8 *attorney shall be paid compensation at a rate equal to that*  
9 *of attorneys of comparable responsibility and professional*  
10 *qualifications, as determined by the Attorney General, whose*  
11 *compensation is prescribed in the General Schedule of the*  
12 *Classification Act of 1949, as amended.*

13       (b) *Section 411 of the Foreign Service Act of 1946,*  
14 *as amended (70 Stat. 704; 22 U.S.C. 866), relating to*  
15 *the per annum salaries of chiefs of mission, is amended by*  
16 *striking out the second sentence of that section and inserting*  
17 *in lieu thereof the following: "The per annum salaries of*  
18 *chiefs of mission within each class shall be at the rate pro-*  
19 *vided by law for the levels of the Federal Executive Salary*  
20 *Schedule as follows: class 1, the rate for level II; class 2,*  
21 *the rate for level III; class 3, the rate for level IV; and*  
22 *class 4, the rate for level V."*

23       (c) *That part of section 201(f) of the National Aero-*  
24 *navics and Space Act of 1958 (72 Stat. 428; 42 U.S.C.*  
25 *2471(f)), fixing a limit of \$19,000 on the compensation of*

1 *seven persons in the National Aeronautics and Space Coun-*  
2 *cil, is amended by striking out “compensated at the rate of*  
3 *not more than \$19,000 a year,” and inserting in lieu thereof*  
4 *“compensated at not to exceed the highest rate of grade 18 of*  
5 *the General Schedule of the Classification Act of 1949, as*  
6 *amended,”.*

7 *(d) Clause (A) of section 203(b)(2) of the National*  
8 *Aeronautics and Space Act of 1958 (72 Stat. 429; 42*  
9 *U.S.C. 2473(b)(2)), as amended, is amended to read as*  
10 *follows: “(A) to the extent the Administrator deems such*  
11 *action necessary to the discharge of his responsibilities, he*  
12 *may appoint not more than four hundred and twenty-five of*  
13 *the scientific, engineering, and administrative personnel of*  
14 *the Administration without regard to such laws, and may fix*  
15 *the compensation of such personnel not in excess of the high-*  
16 *est rate of grade 18 of the General Schedule of the Classifi-*  
17 *cation Act of 1949, as amended, and”.*

18 *(e) Section 6(f) of the Act of September 24, 1959*  
19 *(73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maxi-*  
20 *mum compensation payable to employees of the Advisory*  
21 *Commission on Intergovernmental Relations, is amended by*  
22 *striking out “at a rate in excess of \$20,000 per annum” and*  
23 *by inserting in lieu thereof “at a rate in excess of the highest*  
24 *rate of grade 18 of the General Schedule of the Classification*  
25 *Act of 1949, as amended”.*



1       (f) *The Atomic Energy Act of 1954, as amended, is*  
2 *further amended as follows:*

3           (1) *In the last sentence of section 24 a. (68 Stat.*  
4 *925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the*  
5 *annual salary of the General Manager of such Commis-*  
6 *sion, (A) by inserting "and" immediately before "shall*  
7 *be removable by the Commission" and (B) by strik-*  
8 *ing out that part which reads: ", and shall receive*  
9 *compensation at a rate determined by the Commission,*  
10 *but not in excess of \$22,000 per annum";*

11           (2) *In the last sentence of section 24 b. (71 Stat.*  
12 *612; 42 U.S.C. 2034(b)), relating to the annual salary*  
13 *of the Deputy General Manager of such Commission,*  
14 *(A) by inserting "and" immediately before "shall be*  
15 *removable by the General Manager" and (B) by*  
16 *striking out that part which reads: ", and shall receive*  
17 *compensation at a rate determined by the General Man-*  
18 *ager, but not in excess of \$20,500 per annum";*

19           (3) *In the last sentence of section 24 c. (71 Stat.*  
20 *612; 42 U.S.C. 2034(c)), relating to the annual sal-*  
21 *aries of the Assistant General Managers (or their*  
22 *equivalents) of such Commission, (A) by inserting*  
23 *"and" immediately before "shall be removable by the*  
24 *General Manager" and (B) by striking out that part*  
25 *which reads: ", and shall receive compensation at a rate*

determined by the General Manager, but not in excess of \$20,000 per annum”;

(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a)), relating to the annual salaries of directors of program divisions of such Commission, by striking out that part which reads: “and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum”;

(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: “and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum”;

(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking out that part which reads: “and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum”;

(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual sal-



1       aries of certain executive management positions in such  
2       Commission, (A) by inserting “and” immediately before  
3       “shall be removable by the General Manager” and (B)  
4       by striking out that part which reads: “, and shall  
5       receive compensation at a rate determined by the Gen-  
6       eral Manager, but not in excess of \$19,000 per annum”;  
7       and

8       (8) In the second sentence of section 28 (68 Stat.  
9       926; 42 U.S.C. 2038), relating to the compensation of  
10      the active member of the Armed Forces serving as  
11      Director of the Division of Military Application in such  
12      Commission, by striking out that part which reads “and  
13      the compensation prescribed in section 25” and inserting  
14      in lieu thereof, “and the compensation established for  
15      this position pursuant to section 303 or section 309 of  
16      the Federal Executive Salary Act of 1964”.

17      (g) Section 2 of the Act of July 30, 1946, as amended  
18      (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to  
19      the compensation of the United States representatives and  
20      alternates at sessions of the General Conference of the United  
21      Nations Educational, Scientific, and Cultural Organization,  
22      is amended by striking out “Such representatives and alter-  
23      nates shall each be entitled to receive compensation at such  
24      rates, not to exceed \$15,000 per annum, as the President  
25      may determine,” and inserting in lieu thereof “Such repre-

1 *sentatives and alternates shall each be entitled to receive*  
2 *compensation at such rates provided for Foreign Service*  
3 *officers in the schedule contained in section 412 of the*  
4 *Foreign Service Act of 1946, as amended, as the President*  
5 *may determine,”.*

6       *(h) The third sentence of section 2 of the Act of May 29,*  
7 *1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read*  
8 *as follows: “Except as provided in subsection (f) of section*  
9 *303 of the Federal Executive Salary Act of 1964, no*  
10 *officer or employee of the National Security Agency shall be*  
11 *paid basic compensation at a rate in excess of the highest rate*  
12 *of basic compensation contained in such General Schedule.”.*

13       *(i) (1) Sections 2 and 3 of the Act of July 25, 1958*  
14 *(72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), re-*  
15 *lating to the compensation of the Commissioners of the Dis-*  
16 *trict of Columbia, are amended to read as follows:*

17       *“SEC. 2. Except as otherwise provided by this section*  
18 *and section 3 of this Act—*

19               *“(1) the compensation of the Commissioners of the*  
20 *District of Columbia shall be at the rate of \$25,500*  
21 *each per annum; and*

22               *“(2) the Commissioner detailed from the Corps*  
23 *of Engineers of the United States Army shall receive an*  
24 *annual compensation which, when added to any com-*



1        *compensation he receives as an officer of the United States*  
 2        *Army, will equal the compensation authorized by para-*  
 3        *graph (1) of this section.*

4        *“SEC. 3. Notwithstanding any other provision of law—*

5            *“(1) the compensation of the President of the*  
 6        *Board of Commissioners of the District of Columbia shall*  
 7        *be at the rate of \$26,000 per annum; and*

8            *“(2) if the Commissioner detailed from the Corps*  
 9        *of Engineers of the United States Army is chosen Presi-*  
 10       *dent of the Board of Commissioners, he shall receive,*  
 11       *as President of the Board, an annual compensation*  
 12       *which, when added to any compensation he receives as*  
 13       *an officer of the United States Army, will equal the*  
 14       *compensation authorized by paragraph (1) of this*  
 15       *section.”.*

16        *(2) Section 11-702(d) of the District of Columbia*  
 17       *Code (77 Stat. 484; Public Law 88-241), relating to the*  
 18       *rates of annual salary of the chief judge and the associate*  
 19       *judges of the District of Columbia Court of Appeals, is*  
 20       *amended—*

21            *(A) by striking out “\$19,000” and inserting in lieu*  
 22        *thereof “\$25,000”; and*

23            *(B) by striking out “\$18,500” and inserting in lieu*  
 24        *thereof “\$24,500”.*

25        *(3) Section 11-902(d) of the District of Columbia*

1 Code (77 Stat. 487; Public Law 88-241), relating to the  
2 rates of annual salary of the chief judge and the associate  
3 judges of the District of Columbia Court of General Sessions,  
4 is amended—

5           (A) by striking out “\$18,000” and inserting in lieu  
6           thereof “\$24,000”; and

7 (B) by striking out “\$17,500” and inserting in  
8 lieu thereof “\$23,500”.

9           (4) *The first sentence of the second paragraph of section*  
10 *2 of the District of Columbia Revenue Act of 1937, as*  
11 *amended (D.C. Code, sec. 47-2402), relating to the com-*  
12 *ensation of the person appointed to the District of Columbia*  
13 *Tax Court, is amended by striking out “\$17,500” and insert-*  
14 *ing in lieu thereof “\$23,500”.*

(5) That part of the salary schedule in section 1 of the District of Columbia Teachers' Salary Act of 1955, as amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relating to the compensation of the Superintendent of Schools, and Deputy Superintendent of Schools, of the District of Columbia, which reads:

|                                     |          |  |  |  |  |  |  |  |   |
|-------------------------------------|----------|--|--|--|--|--|--|--|---|
| "Class 1: Superintendent of Schools | \$19,000 |  |  |  |  |  |  |  |   |
| Class 2: Deputy Superintendent      | 16,500   |  |  |  |  |  |  |  | " |

21 *is amended to read as follows:*

|                                    |          |  |  |  |  |  |  |  |  |
|------------------------------------|----------|--|--|--|--|--|--|--|--|
| Class 1: Superintendent of Schools | \$25,000 |  |  |  |  |  |  |  |  |
| Class 2: Deputy Superintendent     | 21,000   |  |  |  |  |  |  |  |  |



1       (6) *That part of the salary schedule in section 101 of*  
2 *the District of Columbia Police and Firemen's Salary Act*  
3 *of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq.,*  
4 *D.C. Code, 1961 edition), relating to the compensation of*  
5 *the Fire Chief and the Chief of Police, which reads:*

|                   |        |        |        |        |       |       |        |        |       |
|-------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....    | 17,000 | 17,400 | 17,800 | 18,200 | ----- | ----- | 18,600 | 19,000 | ----- |
| Fire Chief.       |        |        |        |        |       |       |        |        |       |
| Chief of Police." |        |        |        |        |       |       |        |        |       |

6 *is amended to read as follows:*

|                   |        |        |        |        |       |       |        |        |       |
|-------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....    | 20,000 | 20,500 | 21,000 | 21,500 | ----- | ----- | 22,000 | 22,500 | ----- |
| Fire Chief.       |        |        |        |        |       |       |        |        |       |
| Chief of Police." |        |        |        |        |       |       |        |        |       |

7       (j)(1) *The catchline of section 3012 of title 10, United*  
8 *States Code, is amended by striking out “; compensation”.*

9       (2) *The table of contents of chapter 303 of such title 10*  
10 *is amended by striking out*

*“3012. Secretary of the Army: powers and duties; delegation by; com-  
pensation.”*

11 *and inserting in lieu thereof*

*“3012. Secretary of the Army: powers and duties; delegation by.”.*

12       (3) *The catchline of section 5031 of such title 10 is*  
13 *amended by striking out “; compensation”.*

14       (4) *The table of contents of chapter 505 of such title*  
15 *10 is amended by striking out*

*“5031. Secretary of the Navy: responsibilities; compensation.”*

16 *and inserting in lieu thereof*

*“5031. Secretary of the Navy: responsibilities.”.*

17       (5) *The catchline of section 5033 of such title 10 is*  
18 *amended by striking out “; compensation”.*

1       (6) *The table of contents of chapter 505 of such title*  
 2 *10 is amended by striking out*

*“5033. Under Secretary of the Navy: appointment; duties; compensa-  
 tion.”*

3 *and inserting in lieu thereof*

*“5033. Under Secretary of the Navy: appointment; duties.”.*

4       (7) *The catchline of section 8012 of such title 10 is*  
 5 *amended by striking out “; compensation”.*

6       (8) *The table of contents of chapter 803 of such title*  
 7 *10 is amended by striking out*

*“8012. Secretary of the Air Force: powers and duties; delegation by;  
 compensation.”*

8 *and inserting in lieu thereof*

*“8012. Secretary of the Air Force: powers and duties; delegation by.”.*

9                               *CHANGES IN POSITION TITLES*

10       *SEC. 307. Whenever reference is made in any law or*  
 11 *reorganization plan to the—*

12               *Administrative Assistant Attorney General,*

13               *Administrative Assistant Secretary of the Interior,*

14               *Administrative Assistant Secretary of Agriculture,*

15               *Administrative Assistant Secretary of Labor,*

16               *Administrative Assistant Secretary of the Treasury,*

17       *or*

18               *Administrative Assistant Secretary of Health, Edu-*

19 *cation, and Welfare,*

20 *such reference shall be held and considered to mean the*





1 *U.S.C. 831b), in section 9 of the Federal Deposit Insurance*  
2 *Act (12 U.S.C. 1819), in section 11 of the Federal Reserve*  
3 *Act (12 U.S.C. 248), or in section 5240 of the Revised*  
4 *Statutes (12 U.S.C. 481, relating to the Comptroller of*  
5 *the Currency).*

6 *POSITIONS PLACED UNDER CLASSIFICATION ACT OF 1949*

7 *SEC. 309. Each office or position in the executive branch*  
8 *specifically referred to in, or covered by, any conforming*  
9 *change in law made by section 305 of this Act, or any other*  
10 *office or position in the executive branch for which the annual*  
11 *salary is established pursuant to special provision of law en-*  
12 *acted prior to July 1, 1964, at a figure of \$18,500 or above,*  
13 *which is not placed in a level of the Federal Executive Salary*  
14 *Schedule pursuant to section 303 of this Act, shall receive*  
15 *pay equivalent to a grade and step of the General Schedule*  
16 *of the Classification Act of 1949, as amended. All actions*  
17 *taken under this section shall be reported to the United States*  
18 *Civil Service Commission and published in the Federal*  
19 *Register, except when it is determined by the President that*  
20 *such report and publication would be contrary to the interest*  
21 *of national security.*

22 *SAVING PROVISIONS*

23 *SEC. 310. (a) Except as provided by this Act, the*  
24 *changes in existing law made by this Act shall not affect any*



1 office or position existing immediately prior to the effective  
2 date of any such changes in existing law, the compensation  
3 attached to such office or position, and any incumbent  
4 thereof, his appointment thereto, and his entitlement to  
5 receive the compensation attached thereto, until appropriate  
6 action is taken in accordance with this Act or other law.

7 (b) Notwithstanding any provision of this Act, the rate  
8 of basic, gross, or total annual compensation received by  
9 any officer or employee immediately prior to the effective  
10 date of this section shall not be reduced by reason of  
11 enactment of this Act.

#### 12 TITLE IV—FEDERAL JUDICIAL SALARIES

13 SEC. 401. This title may be cited as the “Federal  
14 Judicial Salary Act of 1964”.

15 SEC. 402. (a) The rates of basic compensation of  
16 officers and employees in or under the judicial branch of  
17 the Government whose rates of compensation are fixed by  
18 or pursuant to paragraph (2) of subdivision a of section  
19 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section  
20 3656 of title 18, United States Code, the third sentence of  
21 section 603, sections 672 to 675, inclusive, or section 604  
22 (a)(5), of title 28, United States Code, insofar as the latter  
23 section applies to graded positions, are hereby increased by  
24 amounts reflecting the respective applicable increases provided  
25 by title I of this Act in corresponding rates of compensation

1 *for officers and employees subject to the Classification Act*  
2 *of 1949, as amended. The rates of basic compensation of*  
3 *officers and employees holding ungraded positions and whose*  
4 *salaries are fixed pursuant to section 604(a)(5) may be*  
5 *increased by the amounts reflecting the respective applicable*  
6 *increases provided by title I of this Act in corresponding*  
7 *rates of compensation for officers and employees subject to*  
8 *the Classification Act of 1949, as amended.*

9       *(b) The limitations provided by applicable law on the*  
10 *effective date of this section with respect to the aggregate*  
11 *salaries payable to secretaries and law clerks of circuit and*  
12 *district judges are hereby increased by amounts which reflect*  
13 *the respective applicable increases provided by title I of this*  
14 *Act in corresponding rates of compensation for officers and*  
15 *employees subject to the Classification Act of 1949, as*  
16 *amended.*

17       *(c) Section 753(e) of title 28, United States Code*  
18 *(relating to the compensation of court reporters for district*  
19 *courts), is amended by striking out the existing salary*  
20 *limitation contained therein and inserting a new limitation*  
21 *which reflects the respective applicable increases provided*  
22 *by title I of this Act in corresponding rates of compensation*  
23 *for officers and employees subject to the Classification Act*  
24 *of 1949, as amended.*

25       *(d) Section 40a of the Bankruptcy Act (11 U.S.C.*



1 68(a)), as amended, relating to the compensation of full-  
2 time and part-time referees in bankruptcy, is amended by  
3 striking out the existing compensation limitations contained  
4 therein and inserting new limitations of "\$22,500" and  
5 "\$11,000", respectively.

6 SEC. 403. (a) Section 5 of title 28, United States Code,  
7 relating to the salaries of the Chief Justice of the United  
8 States and of the Associate Justices of the Supreme Court  
9 of the United States, is amended by striking out "\$35,500"  
10 and substituting therefor "\$43,000", and by striking out  
11 "\$35,000" and substituting therefor "\$42,500".

12 (b) Section 44(d) of title 28, United States Code,  
13 relating to circuit judges, is amended by striking out  
14 "\$25,500" and substituting therefor "\$33,000".

15 (c) Section 135 of title 28, United States Code, relating  
16 to district judges, is amended by striking out "\$22,500" and  
17 substituting therefor "\$30,000", and by striking out  
18 "\$23,000" and substituting therefor "\$30,500".

19 (d) Section 173 of title 28, United States Code, re-  
20 lating to judges of the Court of Claims, is amended by  
21 striking out "\$25,500" and substituting therefor "\$33,000".

22 (e) Section 213 of title 28, United States Code, relat-  
23 ing to judges of the Court of Customs and Patent Appeals,  
24 is amended by striking out "\$25,500" and substituting there-  
25 for "\$33,000".

1       (f) Section 252 of title 28, United States Code, relating  
2 to judges of the Customs Court, is amended by striking out  
3 “\$22,500” and substituting therefor “\$30,000”.

4       (g) The first paragraph of section 603 of title 28,  
5 United States Code, relating to the compensation of the  
6 Director and the Deputy Director of the Administrative  
7 Office of the United States Courts, is amended to read as  
8 follows:

9       “The Director shall receive a salary of \$27,000 a year.  
10 The Deputy Director shall receive a salary of \$26,000 a  
11 year.”

12       (h) Subsection (b) of section 792 of title 28, United  
13 States Code, relating to the compensation of commissioners  
14 of the Court of Claims, is amended to read as follows:

15       “(b) Each commissioner shall receive basic compensa-  
16 tion at the rate of \$26,000 a year, and also all necessary  
17 traveling expenses and a per diem allowance as provided in  
18 the Travel Expense Act of 1949, as amended, while travel-  
19 ing on official business and away from Washington, District  
20 of Columbia.”

21       (i) Section 7443(c) of the Internal Revenue Code of  
22 1954 (68A Stat. 879), as amended, relating to judges of  
23 the Tax Court of the United States, is further amended by  
24 striking out “\$22,500” and substituting therefor “\$30,000”.

25       (j) Section 867(a)(1) of title 10, United States Code,



1 *relating to judges of the Court of Military Appeals, is*  
2 *amended by striking out “\$25,500” and substituting therefor*  
3 *“\$33,000”.*

4 *TITLE V—EFFECTIVE DATES*

5 *SEC. 501. (a) Except to the extent provided in subsec-*  
6 *tions (b) and (c) of this section, this Act and the increases*  
7 *in compensation made by this Act shall become effective on*  
8 *July 1, 1964.*

9 *(b) Section 204 of this Act, relating to increases in*  
10 *compensation for Members of Congress, shall become effec-*  
11 *tive at noon on January 3, 1965.*

12 *(c) Notwithstanding any other provision of this Act*  
13 *(but except as otherwise provided in subsection (b) of this*  
14 *section)—*

15 *(1) no rate of compensation which is equal to or in*  
16 *excess of \$22,000 per annum shall be increased in any*  
17 *amount, by reason of section 202 of this Act, until the*  
18 *first day of the first pay period which begins on or after*  
19 *January 1, 1965; and*

20 *(2) no rate of compensation which is less than*  
21 *\$22,000 per annum shall be increased to an amount per*  
22 *annum in excess of \$22,000, by reason of section 202 or*

- 1 *203(g) of this Act, until the first day of the first pay*
- 2 *period which begins on or after January 1, 1965.*

Passed the House of Representatives June 11, 1964.

Attest:                                      RALPH R. ROBERTS,  
*Clerk.*



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**AN ACT**

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To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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JUNE 12 (legislative day, March 30), 1964

Read twice and referred to the Committee on Post  
Office and Civil Service

JUNE 26, 1964

Reported with an amendment





H. R. 11049

June 10, 1971

AM ACT

Enacted by the House of Representatives  
on June 10, 1971

Approved by the Senate  
on June 10, 1971

100-100

# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued June 30, 1964

For actions of June 29, 1964

88th-2nd; No. 130

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**HIGHLIGHTS:** Senate committee reported food stamp bill. Both Houses agreed to conference report on Interior appropriation bill. Senate debated Alaska relief bill. Sen. Pearson urged increased domestic sugar quotas. Reps. Widnall and Cramer criticized accelerated public works program under ARA. Rep. Derwinski called International Coffee Agreement a "new form of foreign aid." House committee reported Alaska relief bill. House Rules Committee cleared foreign aid appropriation bill. Conferencees agreed to file report on water resources research program.

## SENATE

1. **INTERIOR AND RELATED AGENCIES APPROPRIATION BILL, 1965.** Both Houses agreed to the conference report on this bill, H. R. 10433, and acted on amendments in disagreement (pp. 14754-6, 14827-33). This bill will now be sent to the President. As agreed to the bill appropriates \$2,700,000 for the Bureau of Outdoor Recreation as proposed by the House instead of \$2,322,000 as proposed by the Senate. See Digest 129 for a summary of Forest Service items.
2. **FOOD STAMPS.** The Agriculture and Forestry Committee reported with amendments H. R. 10222, the food stamp bill (S. Rept. 1124). p. 14790
3. **ALASKA RELIEF.** Began consideration of S. 2881, to provide authorization for Federal agencies to aid Alaska in recovering from the effects of the recent earthquake and seismic waves (pp. 14833-4, 14849-54). Sen. Gruening submitted an amendment intended to be proposed to this bill (pp. 14849-64).



Sen. Bartlett commended the Office of Emergency Planning for its disaster relief work in Alaska. p. 14797

4. CIVIL DEFENSE. By a vote of 74 to 4, passed without amendment H. R. 10314, to amend the Federal Civil Defense Act so as to extend until June 30, 1968, the authority to provide financial assistance to States for necessary and essential State and local civil defense personnel and administrative expenses. This bill will now be sent to the President. pp. 14812, 14815-25
5. RECLAMATION. The Interior and Insular Affairs Committee reported with amendments S. 1123, to provide for construction of the Lower Teton division of the Teton Basin reclamation project, Idaho (S. Rept. 1127). p. 14790  
Passed as reported S. 1186, to expand existing facilities of the Cooked River reclamation project, Oregon. pp. 14798-9  
Passed as reported S. 388, to authorize construction of the midstate reclamation project, Nebr. pp. 14800-4
6. LANDS. The Government Operations Committee reported with amendments S. 1509, to authorize reimbursement to owners and tenants of certain lands or interests therein acquired by the U. S. for certain moving expenses, losses, and damages (S. Rept. 1126). pp. 14790-1
7. SUGAR. Sen. Pearson contended that we place too much reliance on foreign suppliers for our sugar needs and urged an increase in quotas for domestic sugar-beet producers. pp. 14795-7
8. WATER RESEARCH. Sen. Jordan, Ida., replaced Sen. Allott as a conferee on S. 2, the water resources research bill. p. 14815
9. PERSONNEL; PAY. Sen. Williams, Del., submitted an amendment intended to be proposed to H. R. 11049, the Federal pay bill. p. 14791
10. FOREIGN AID. Sen. Morse stated that he was opposed to the foreign aid authorization bill in its present form and would seek to reduce the authorization for the program. pp. 14797-8
11. ELECTRIFICATION. Sens. Mansfield, Morse, and Kuchel discussed the merits of proposed Calif. intertie for the distribution of electric power in the West. pp. 14791-2  
Sen. Church criticized the refusal of a House committee to appropriate funds for a transmission line to carry surplus public power to and from southern Idaho. pp. 14862-3
12. FOREIGN TRADE. Both Houses received from Commerce the annual report of the Foreign-Trade Zones Board. pp. 14787, 14790
13. LEGISLATIVE PROGRAM. Sen. Mansfield stated that the food stamp and Alaska relief bills will be considered Tues., the pay bill on Wed., and the road authorization bill on Thurs. if the latter is reported. pp. 14793-4

#### HOUSE

14. TAXATION. Received the conference report on H. R. 11376, to provide a one-year extension of certain excise-tax rates (H. Rept. 1523). pp. 14787, 14752-3  
Passed as reported H. R. 4649, to authorize the use of certain volatile fruit-flavor concentrates in the cellar treatment of wine (p. 14760); H. R. 7267, as reported, to authorize partial refunds of gasoline taxes directly to



who in many instances are burdened with heavy expenses, or losses incurred in moving from land which was acquired by the Federal Government, for which under existing law they do not now receive adequate compensation.

A special subcommittee was appointed by the chairman of the Committee on Government Operations, on February 18, 1964, consisting of myself as chairman and Senators McINTYRE, RIBICOFF, MILLER, and PEARSON, to consider S. 1509, S. 1232, and H.R. 6237, bills introduced at the request of the Administrator of General Services, as part of the GSA legislative program for 1964.

This bill provides that reimbursement shall be in addition to, but not in duplication of, other payments authorized by law. The total reimbursement for moving household effects, business establishments, livestock and farm equipment, or other possessions shall not exceed 25 percent of the fair market value of the property as determined by the head of the agency. Such moving expenses, losses or damages directly resulting from moving to a new location must be supported by an itemized statement submitted to the head of the agency concerned within 1 year from (a) the date the interest is to be vacated under an agreement with the Government, or (b) the date the parcel is actually vacated, whichever first occurs.

As set forth in the report on S. 1509, representatives of the GSA assured the committee that the 25-percent limitation placed on this bill was a ceiling only, and that this provision is identical to the provisions of existing law under which the Departments of Defense and Interior, the Tennessee Valley Authority, and the National Aeronautics and Space Administration have been operating for several years.

Similar legislation was reported by the committee in the 86th Congress and the committee gave further extended consideration to a similar proposal in the 87th Congress. The committee has been assured that the proposed legislation is desirable and in the public interest since it will permit the establishment of a uniform Governmentwide policy for the payment of actual expenses and losses incurred, within the limits prescribed, by individuals who are forced to vacate their homes or from land acquired by the Government regardless of the agency involved in the negotiations.

The ACTING PRESIDENT pro tempore. The report will be received and printed, and the bill be placed on the calendar.

#### BILLS INTRODUCED

Bills were introduced, read the first time, and by unanimous consent, the second time, and referred as follows:

By Mr. EASTLAND:

S. 2959. A bill for the relief of Maj. Robert G. Smith, U.S. Air Force; to the Committee on the Judiciary.

By Mr. NELSON (for himself and Mr. McGOVERN):

S. 2960. A bill providing for the formulation of an effective program for fulfilling our

military manpower requirements on a voluntary basis in order that mandatory service in the Armed Forces may be terminated not later than June 30, 1967; to the Committee on Armed Services.

(See the remarks of Mr. NELSON when he introduced the above bill, which appear under a separate heading.)

#### RESOLUTIONS

TO PRINT AN ADDENDUM AS PART 2 OF SENATE DOCUMENT NO. 69, 88TH CONGRESS, ON "WORLD COMMUNISM—A SELECTED ANNOTATED BIBLIOGRAPHY"

Mr. EASTLAND submitted the following resolution (S. Res. 336); which was referred to the Committee on Rules and Administration:

*Resolved*, That there be printed as part 2 of Senate Document No. 69, 88th Congress, entitled "World Communism—A Selected Annotated Bibliography," an addendum to that document prepared by the Legislative Reference Service, Library of Congress, at the request of the Internal Security Subcommittee of the Senate Committee on the Judiciary; and that there be printed five thousand three hundred (5,300) additional copies of part 2 of such document for the use of that committee.

#### DISCLOSURE OF FINANCIAL INTERESTS AND ENUMERATION OF CERTAIN PROHIBITED ACTIVITIES

Mr. JORDAN of North Carolina, from the Committee on Rules and Administration, reported an original resolution (S. Res. 337) relative to disclosure of financial interests and definition of prohibited activities of Senate personnel, which was placed on the calendar.

(See the above resolution printed in full when reported by Mr. JORDAN of North Carolina, which appears under a separate heading.)

#### ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES—AMENDMENT (AMENDMENT NO. 1079)

Mr. WILLIAMS of Delaware submitted an amendment, intended to be proposed by him, to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, which was ordered to lie on the table and to be printed.

#### AMENDMENT OF ALASKA OMNIBUS ACT—AMENDMENT (AMENDMENT NO. 1080)

Mr. GRUENING submitted an amendment, intended to be proposed by him, to the bill (S. 2881) to amend the Alaska Omnibus Act to provide assistance to the State of Alaska for the reconstruction of areas damaged by the earthquake of March 1964, and subsequent seismic waves, and for other purposes, which was ordered to lie on the table and to be printed.

(See reference to the above amend-

ment when submitted by Mr. GRUENING, which appears under a separate heading.)

#### ADDRESSES, EDITORIALS, ARTICLES, ETC., PRINTED IN THE APPENDIX

On request, and by unanimous consent, addresses, editorials, articles, etc., were ordered to be printed in the Appendix, as follows:

By Mr. SALTONSTALL:

Address entitled "Residual Fuel Oil Imports: A Consumer's Eye View," delivered by Charles W. Colson, counsel for the New England Council, to the Rocky Mountain Petroleum Institute, at Boulder, Colo., on June 18, 1964, which will appear hereafter in the Appendix.

By Mr. YARBOROUGH:

Article entitled "Civil Defense Station in Texas Houses Nuclear Attack Center for Arkansas," by Preston McGraw, of United Press International, describing some of the outstanding work of the Civil Defense Director Bill Parker, of region 5 of the Office of Civil Defense, in the Denton, Tex., Federal Center.

By Mr. MORTON:

Letter from Richard J. Henchey, Jr., of Louisville, Ky., commending Representative GENE SNYDER, of Kentucky, for helping reduce Government expenditures.

#### CALIFORNIA INTERTIE AND LIBBY DAM

Mr. MANSFIELD. Mr. President, the recent announcement of the plan for the California intertie by the Department of the Interior will help implement the Canadian treaty, and therefore will help assure early construction of Libby Dam, in northwestern Montana. My colleague, Senator LEE METCALF and I are hopeful that construction on this project can be started in the very near future.

Secretary of the Interior Udall recommended construction of four big electrical interconnections to sell surplus Northwest kilowatts in California, Arizona, and Nevada, and to exchange off-peak power between the Pacific Northwest and Pacific Southwest. Part of the plan calls for sale in California of Canadian treaty power which otherwise would be surplus to the Northwest for the first 5 to 10 years.

Canada has agreed to ratify the Columbia River treaty only if Canada's share of treaty power can be sold in the United States for 30 years for a lump sum of \$254.4 million paid in advance by October 1, 1964. Libby Dam, which backs water 42 miles into Canada, can be built only if the treaty is approved by Canada.

A nonprofit corporation is now being formed by Northwest private and public utilities to buy Canada's share, sell revenue bonds to finance the prepayment to Canada, and resell Canada's share to produce revenues with which to repay the revenue bonds.

One of the more difficult problems of completing these arrangements is the fact that much of Canada's share of treaty power—which is more costly than the average cost of Bonneville Power



Administration power—would be surplus to the needs of the Pacific Northwest for at least the first 5 years after treaty power comes on the line.

California utilities, public and private, however, have made firm offers to purchase at the established price large quantities of Canada's share of treaty power in these early years, and longer, if intertie facilities are built so treaty power can be transmitted outside the Northwest.

Assurance of a California market for surplus treaty power would greatly facilitate the completion of arrangements to prepay Canada for its share of treaty power and to hasten the day when Libby Dam is built.

Senator METCALF and I feel that the proposed intertie also would help Montana's industrial development and economic growth by helping keep the price of BPA power low. BPA expects to increase its net revenues by an average of \$11 or \$12 million per year for 50 years as a result of the intertie, and without intertie revenues would have to increase rates by that much more than with the intertie. I understand that total benefits to the Northwest resulting from the intertie are estimated at \$1 billion over the next 50 years.

Mr. MORSE. Mr. President, let me say to both Senators from Montana that we have got to find a way to work out the intertie arrangement, because I believe Canada has been exceedingly reasonable and fair in her negotiations with the United States in connection with the use of Columbia River water.

The real problem, however, is the question whether public preference customers will be protected in any intertie arrangement. I am going to do everything I can to cooperate in working out an intertie agreement; but the problem which confronts us in this whole intertie situation is whether, at the time when we approve an intertie, we shall have some idea as to what we are going to agree subsequently, when it comes to making wheeling contracts with the private utilities. Unfortunately, the private utilities do not have a very good record in regard to putting the public interest first.

I shall speak on this subject at some length before the adjournment of Congress. It bears upon the speech I made at St. Petersburg, Fla., some weeks ago, on the whole problem of public power preference protection, and the desirability of having the private utilities and the public projects work together on a cooperative basis.

As both the Senators from Montana know, in my 20 years in the Senate, I have been a strong advocate of the pooling arrangement; and I can see a wheeling arrangement as part of a pooling arrangement. But we are confronted with a legislative problem when we sanction an intertie arrangement, and leave for future negotiation with the private utilities the working out of the agreements in regard to the wheeling of the power.

Let me say to the Secretary of the Interior that I shall scrutinize any intertie proposal from this standpoint: What assurance shall we have that the private utilities will give us fair agreements for the wheeling, over their transmis-

sion lines, of the power that is generated at dams owned by the American people?

Once again I point out that if we let the private utilities control the transmission of the power, we turn the dams over to them, and we might just as well give them power at the bus bar. But I shall never support that, because it is not in the public interest.

If the private utilities wish to come forward with an intertie agreement—and among the private utilities I think there are some industrial statesmen who would like to change the pattern of the conduct of the private utilities in years gone by—I am willing to work with them; but I do believe that we should get this matter settled before we approve an intertie agreement.

The PRESIDING OFFICER. The time of the Senator from Oregon has expired.

Mr. MORSE. Mr. President, I ask unanimous consent that I may proceed for 1 additional minute.

The PRESIDING OFFICER (Mr. Dobb in the chair). Without objection, it is so ordered.

Mr. MORSE. I sincerely hope the Secretary of the Interior and the President of the United States will see to it that the public interest is protected in this respect, before we enter into an intertie arrangement, and then leave to future negotiation chance the arrangement in regard to wheeling the power; because if the public preference groups cannot get the power on a fair-deal basis, we shall have cheated them; and I do not propose to be a party to cheating.

Mr. METCALF. Mr. President, of course I join my senior colleague in congratulating the Secretary of the Interior for arriving at this agreement, so that we can go forward with the construction of Libby Dam and the dams in Canada, and can carry out our agreement with Canada to market the power that is generated in the Northwest region.

I absolutely agree with the Senator from Oregon. In the Northwest, we have had a happy arrangement with the Northwest power pool and the Bonneville Power Administration. Private power, municipal power, and Federal public power have been working together in marketing their power and working for the benefit of the region to bring the power rates down, and thereby to bring new industries into the region.

I see no reason why the same program cannot continue in connection with the generation and transmission of power. If the power generated at publicly owned dams or through cooperative regional management is to move over transmission lines owned by private utilities, the result is the same, as has been said, as if the private utilities owned the power at the bus bar. To this, I am unalterably opposed.

But if we can work out an arrangement whereby the Federal Government owns the power, and, under long-term contracts, whereby the wheeling and the transmission lines are pooled, we can enjoy the same happy relationship that has been worked out in the Pacific Northwest, so that the private utility statesmen—and, as has been said, there are some—will, in cooperation with Fed-

eral public power and municipal power—such as that at the city of Los Angeles, aid in the pooling of these vast resources for the benefit of the people of America and for the benefit of their separate regions.

It will be the responsibility of the Secretary of the Interior to carefully scrutinize these contracts, to be sure the Bonneville Power Administration and the Northwest power policy, and the public interest are adequately protected. It goes without saying that the Pacific Gas & Electric Co. and the other private power companies will also carefully scrutinize the contracts, to see that their interests are protected.

The present fine program in the Northwest—a program worked out with the aid of private utility statesmen—should be a pattern for similar programs in other regions of the country, so that, through cooperation between the various power sources, the highest development of the resources of the region can be achieved.

Mr. KUCHEL. Mr. President, my recollection is that the specific proposal made by the Secretary of the Interior for an intertie has only recently been sent to Congress, and thus only recently been susceptible to public information and scrutiny.

Speaking for myself, I am quite unaware of its contents, other than in a rather general or nebulous way. Those who are at all acquainted with the proposal in California have both warmly endorsed and bitterly condemned the intertie proposal of the Secretary. I have said earlier, to the people of California, and I repeat now to the Senate, that Congress has a duty fully, carefully, and completely to scrutinize the proposal and then to determine where the public interest lies. That is what I propose to have done.

As I understand the mechanics of the process, the recommendation of the Secretary of the Interior will come before the Appropriations Committee of the Senate this week. It may likewise come before the Appropriations Committee of the House.

I venture to suggest that there may very well be a sufficiently serious policy question involved to require the Interior Committees of the House and the Senate likewise to participate in the hearings, and to scrutinize the proposal which has been made.

Mr. President, it appears to me that the public interest would best be served by having hearings before both committees in each House, rather than merely before the Appropriations Committees in the two Houses.

#### TRIBUTE TO SENATOR DIRKSEN FOR HIS CONTRIBUTION TO THE PASSAGE OF THE CIVIL RIGHTS BILL

Mr. MANSFIELD. Mr. President, Senator DIRKSEN's contribution to the passage of the civil rights bill is well known, but less well known is the reasoning and deep conviction which motivated his efforts. An editorial entitled "The Saga of Senator DIRKSEN," published in the Christian Science Monitor, on June 24,







# Digest of CONGRESSIONAL PROCEEDINGS

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D. C. 20250

Official business

Postage and fees paid

U. S. Department of Agriculture

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued July 1, 1964

For actions of June 30, 1964

88th-2nd; No. 131

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HIGHLIGHTS: Senate passed: Food stamp bill; Alaska relief bill. Senate subcommittee approved poverty bill. Senate committee granted delay in filing report on Estes investigation. Sen. McCarthy commended public service of Cochrane. Senate made pay bill pending business. Senate received Schnittker's nomination to CCC Board. House received conference report on water resources research bill. House debated foreign aid appropriation bill. House rules Committee reported resolution to concur in civil rights bill.

### SENATE

1. FOOD STAMPS. Passed with amendments H. R. 10222, the food stamp bill (pp.14913-26). Conferees were appointed (p. 14926). House conferees have not yet been appointed. Agreed to an amendment by Sen. Miller to exclude imported foods from the program (p. 14926). Rejected an amendment by Sen. Cooper to provide that able bodied heads of households may be required to work a comparable time in terms of wages at the prevailing wages for the value of food received (pp. 14923-4). Rejected an amendment by Sen. Douglas to exclude soft drinks from the program (pp. 14924-5). The bill authorizes \$75 million for the first year, \$100 million for the second year, and \$200 million for the third year. Sen. Ellender explained the program would work as follows: "A State requests that a program be established in a certain area within its boundaries. That State develops a plan of operation and submits it to the Department of Agriculture. Upon approval by the Department, the State certifies low-income households as eligible under the program. These needy families then exchange the



amount of money they would normally spend for food for coupons of a higher monetary value. The difference between the amounts the households pay and the value of the coupons received represents the Federal contribution."

2. **ALASKA RELIEF.** Passed as reported in S. 2881, to provide authorization for Federal agencies to aid Alaska in recovering from the effects of the recent earthquake and seismic waves (pp. 14899, 14902-13). The bill gives discretionary authority to the Secretary of Agriculture to forgive, in whole or in part, indebtedness of farmers and rural residents who are borrowers from the Farmers Home Administration when necessary to enable them to recover from their earthquake losses, and authorizes the Secretary to refinance the outstanding indebtedness of other farmers and rural residents similarly damaged. Also, it authorizes the Secretary to adjust indebtedness under programs of the Rural Electrification Administration in Alaska to the extent the borrowers suffered direct earthquake damage.
3. **POVERTY.** The Select Subcommittee on Poverty of the Labor and Public Welfare Committee approved for full committee consideration with amendments S. 2642, the poverty bill. p. D529
4. **PAY.** H. R. 11049, the Federal pay bill, was made the pending business for consideration Wed. (p. 14952). Sens. Lausche, Clark, Proxmire, and Williams (Del.) submitted amendments intended to be proposed to this bill (pp. 14885-7, 14888).

As reported (see Digest 129), H. R. 11049, the Federal pay bill, includes provisions as follows: Increases the rates of compensation of positions in the Executive, Legislative, and Judicial Branches. Establishes five salary levels for top executive positions. Establishes the rate of compensation of \$35,000 for level I for Cabinet offices. Establishes the rate of compensation of \$30,000 for specified positions in level II. Establishes the rate of compensation of \$28,500 for specified positions in level III, including the Under Secretary of Agriculture. Establishes the rate of compensation of \$27,000 for specified positions in level IV, including the Assistant Secretaries of Agriculture, USDA General Counsel, and Governor of the Farm Credit Administration. Establishes the rate of compensation of \$26,000 for specified positions in level V, including the USDA Assistant Secretary for Administration, the Administrators of AMS, ARS, ASCS, FHA, REA, SCS, and FAS, Chief of the Forest Service, USDA Director of Agricultural Economics, and USDA Director of Science and Education. Authorizes the President to place 20 additional positions in levels IV and V. Changes the title of Administrative Assistant Secretary to Assistant Secretary for Administration. Provides that rates of compensation for ASC county committee employees shall be increased to correspond, as nearly as possible, with increases provided for classified employees. Increases from 9 to 10 the number of within-grade rates for grades GS-11 through GS-14, from 8 to 10 the number for grade GS-15, and from 5 to 9 the number for grade GS-16. Authorizes the appointment of individuals at rates above the minimum of the grade in grades GS-13 and above in special circumstances. Requires Federal agencies to absorb, for fiscal year 1965, not less than 10 percent of the aggregate amount of the pay increases. Provides that the salary-fixing authority of heads of departments may not be used to fix rates in excess of the highest rate for grade GS-18. Permits hearing examiners who are found qualified at grade GS-16 to be so classified by the Civil Service Commission. Provides that the salary increases shall become effective July 1, 1964, except that increases for Members of Congress shall be effective Jan. 3, 1965, and increases for officers and employees of the Congress whose salaries under the bill would exceed \$22,000 shall be effective the first pay period beginning after Jan. 1, 1965.



the Secretary of Agriculture calls for an increase in production of such commodity in the interest of national security.

SEC. 6. There are hereby authorized to be appropriated for the construction of the Lower Teton Division of the Teton Basin Federal Reclamation project \$53,000,000 (1963 prices) plus or minus such amounts, if any, as may be required by reason of changes in the cost of construction work of the types involved therein as shown by engineering cost indexes and, in addition thereto, such sums as may be required to operate and maintain said unit.

Mr. MANSFIELD. Mr. President, I ask unanimous consent to have printed in the RECORD an excerpt from the report (No. 1127), explaining the purposes of the bill.

There being no objection, the excerpt was ordered to be printed in the RECORD, as follows:

#### THE PROJECT

The lower Teton division of the Teton Basin project is located in southeastern Idaho near the confluence of the Henry's Fork River and the Teton River, both tributaries of the Snake River. The division contains 151,400 irrigable acres of land of which about 114,000 acres are presently irrigated but needs supplemental water. The balance of 37,000 acres is presently dry land and will receive a full supply. This is the area that would be affected by the "surplus crop" amendment added to the bill by the committee.

The lower Teton division will be developed in two stages, with facilities to supplement the water supply of the presently irrigated lands to be constructed under the initial stage. These facilities would consist of Fremont Dam, Reservoir, and powerplant on the Teton River, a conveyance system, and 40 ground water wells to supplement the available capacity of Fremont Reservoir. The second stage, consisting of works to serve the dry lands, is proposed for later construction.

The cost allocation as indicated in testimony before the committee was:

|                                     |             |
|-------------------------------------|-------------|
| Cost allocation:                    |             |
| Power .....                         | \$6,960,000 |
| Irrigation .....                    | 38,151,000  |
| Repaid by water user .....          | 20,635,000  |
| Repaid by power .....               | 17,516,000  |
| Flood control .....                 | 6,850,000   |
| Fish and wildlife .....             | 913,000     |
| Recreation .....                    | 79,000      |
| Total cost .....                    | 52,947,000  |
| Benefit-cost ratio, 100 years ..... | 2.3-1       |

At the hearings on the bill on March 3, 1964, it was testified that historically this area has been adversely affected by periodic periods of drought and flood. The need for stabilization was vividly exemplified when in 1961 the region was a drought emergency area and that 6 months later the same counties were declared a flood disaster area. Floods in 1961 and 1962 caused hundreds of thousands of dollars in damage to homes, buildings, roads, bridges, and utilities as well as the land itself. Proper controls on these streams as envisaged in the project proposal would have stored these waters in the spring and made them available for irrigation during the late summer and early fall months when historically water is in short supply.

Further testimony before the committee indicated that the movement for the creation of the Teton Dam and Reservoir commenced more than 30 years ago when Dr. Meade, then Commissioner of Reclamation, made a survey of the Teton project. The disastrous flood of

February 1962 dramatically reemphasized the need for the construction proposed and resulted in the completion of the feasibility report by the Bureau of Reclamation that has formed the basis for consideration of the measure by the committee.

The project proposal has the unanimous endorsement of all Idaho agencies including that of the congressional delegation and the office of the Governor.

#### COMMITTEE DISCUSSION

The measure was considered at length by the full Interior and Insular Affairs Committee in executive session.

The committee accepted several of the amendments that had been proposed by the Department of the Interior, but rejected the recommendation that the source of financial assistance to repay that portion of the costs that is beyond the ability of the irrigator to repay should be charged to the entire Bonneville power system.

The committee intends to schedule hearings at an early date when the entire matter of establishing a Columbia Basin account can be explored in depth. In the meantime it was the committee's decision that authorization of worthwhile projects should not be delayed until this determination can be made.

Mr. JORDAN of Idaho. Mr. President, I am a cosponsor of a bill for this same purpose in the Senate. This proposal is truly a multiple-purpose project with flood control, supplemental irrigation, recreation, and power generation as features. It has the full support of the people of Idaho. The Governor and the State legislature have both given it complete endorsement.

In years of a heavy snowpack or where sudden spring thaws or exceptional early spring rains occur, the fast runoff from this drainage causes disastrous flood damages to the farms and towns downstream. These floodwaters are badly needed later in the season for irrigation and should be stored for such use. As an example, in the summer of 1961, the two counties, Fremont and Madison, where the project will be located, were declared in a drought emergency area but within 6 months, in February of 1962, floods from these same streams necessitated a designation of the same counties as a flood disaster area.

A development of multiple-purpose programs such as this which stabilizes our upstream watersheds constitutes the highest type and the most economical of all of our conservation efforts. It will pay out all costs within a reasonable period of time and will add immensely to the total economy of our State.

This is proposed on a two-phase operation. The first would consist of the Fremont Dam, reservoir, and powerplant. The dam will be 310 feet high with a 315,000-acre-foot reservoir and the powerplant will have an installed capacity of 22,000 kilowatts. This storage provides supplemental irrigation water for some 114,000 acres in the Fremont-Madison Irrigation District.

The second phase of the project will not be constructed at this time until some water exchange proposals can be worked out. When completed a second phase of the project will have a 30-mile pump canal and a 28-mile gravity canal with the appurtenant works and about 100 ground water wells for irrigation at

certain times when surface supplies are inadequate.

The Teton River is an excellent trout fishing stream and plans have been made to protect that sport to the fullest possible extent in this program. Water sports such as water skiing and swimming, also picnicking and camping all contribute recreational facilities so the full use of this beautiful spot near Yellowstone Park and the Grand Teton Mountains may be thoroughly enjoyed.

We find that in most of these high mountain valleys such as this basin, there is usually an excellent climate, rich mountain loam soil capable of producing fine crops, particularly alfalfa hay, potatoes, and feed grains. Most of these crops are not in surplus and are used in connection with the abundant forage which is grown in the adjoining mountains and used for the production and feeding of beef cattle, sheep, and dairy animals. With irrigation a stable productive economy will be built.

An early and proper stabilization of these watersheds is not only important to the local economy but to all of the farms, towns, and cities along the principal rivers all the way to the Pacific Ocean.

It is my wish that you as members of this subcommittee will give full and favorable consideration to this very worthwhile project so it may be developed before more disastrous floods or destructive droughts occur.

Mr. CHURCH. Mr. President, I join with my distinguished colleague in strongly recommending this bill to the Senate. In doing so, I express my appreciation to the Interior and Insular Affairs Committee of the Senate, as well as the Subcommittee on Reclamation and Irrigation, for the speedy consideration that has been given this measure, for the prompt report to the Senate itself, which makes it possible for us to ask the approval of the Senate today for this most important Idaho project.

During the past 3 or 4 years, this region of my State has been subject to great fluctuations of alternating drought and flood. The floods have been the worst experienced in the history of the State. The droughts have also occasioned the need to declare a public emergency, and to seek sizable Federal aid. The Lower Teton Dam would help to correct both problems. By adding to the total storage capacity in our upstream reservoirs, it would help to protect against the problems of drought. Giving us our first effective flood control project on the Teton River would help greatly to ameliorate the hardship occasioned by these serious floods.

I do not know of a single river development project which has enjoyed such universal approval as this has. In recent years, our efforts to secure needed projects in Idaho have been burdened with controversy, and though the Senate has approved such worthy projects as Hells Canyon Dam and Burns Creek Dam, and though I personally have supported these projects, believing them to be in the public interest, nevertheless, the House of Representatives has not seen fit, thus far, to concur. Conse-



quently, water development in southern Idaho has been stalemated for a number of years.

Happily, the Teton project is not fraught with this kind of controversy. It is a multiple-purpose project with benefits of flood control and irrigation, as well as the production of a modest amount of power, though little more than necessary for the needs of the project itself. Ultimately, it will not only mean supplemental irrigation water for land now being irrigated with an insufficient supply, but it will bring new land under irrigation as well. Thus, it unquestionably meets the criteria for multiple purpose development, so well established under our reclamation laws.

I am pleased to say that this project has the endorsement of the business community, the farm community, and the irrigation districts. It has been supported by my colleague, and it has enjoyed bipartisan support in the Senate. It has the approval of the Governor of the State and of both our Representatives in Congress. I know of no important group in Idaho that has taken a stand against it.

So, Mr. President, I urge the Senate to pass the bill. I do so in the hope that our action now may make it possible to secure the approval of the House of Representatives in this session. If that can be done, the comprehensive development of Idaho's water resources in the Upper Snake River Basin can commence again, and the future of our State, through the full utilization of our water, will be better assured.

The ACTING PRESIDENT pro tempore. The question is on agreeing to the committee amendments.

The amendments were agreed to.

The ACTING PRESIDENT pro tempore. The bill is open to further amendment. If there be no further amendment to be proposed, the question is on the engrossment and third reading of the bill.

The bill was ordered to be engrossed for a third reading and was read the third time.

The ACTING PRESIDENT pro tempore. The bill having been read the third time, the question is, Shall it pass?

The bill (S. 1123) was passed.

Mr. CHURCH. Mr. President, I move that the vote by which the bill was passed be reconsidered.

Mr. JORDAN of Idaho. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

#### REMOVAL OF BILL FROM CALENDAR

Mr. MANSFIELD. Mr. President, I ask unanimous consent that Calendar No. 909, the bill (S. 1790), a bill to amend the Watershed Protection and Flood Prevention Act, as amended, be taken off the calendar because the bill was passed by the Senate several days ago.

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

#### AUTHORIZATION FOR THE SENATE TO RECEIVE MESSAGES FROM THE HOUSE AND FOR THE ACTING PRESIDENT PRO TEMPORE TO SIGN BILLS

Mr. MANSFIELD. Mr. President, I ask unanimous consent that, notwithstanding the adjournment or recess of the Senate today, the Secretary may receive messages from the House, and the President pro tempore or the Acting President pro tempore be authorized to sign bills and joint resolutions duly passed by the two Houses and found truly enrolled.

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

Mr. MANSFIELD. Mr. President, I move that the Senate proceed to the consideration of Calendar No. 1063, the bill H.R. 11049, and that the bill be laid before the Senate and made the pending business.

The ACTING PRESIDENT pro tempore. The bill will be stated by title.

The LEGISLATIVE CLERK. A bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

The ACTING PRESIDENT pro tempore. The question is on agreeing to the motion of the Senator from Montana.

The motion was agreed to; and the Senate proceeded to consider the bill, which had been reported from the Committee on Post Office and Civil Service, with an amendment, to strike out all after the enacting clause and insert new language.

#### "BLUNT WARNING BY 40 EARS"—MICROPHONES IN U.S. EMBASSY IN MOSCOW

Mr. FROUTY. Mr. President, the 40 microphones planted 10 years ago in our Embassy in Moscow by the Kremlin is a disaster for the American people and for the nations of the West. Most civilized people will consider this newly discovered, long-range thievery to be as bad as Stalin's theft of our atomic secrets soon after the so-called end of World War II, for it is a certainty that Khrushchev's line of peaceful coexistence now reveals itself to be a fraud based on conspiracy and deceit.

It is therefore heartening to read in the Washington Post and in the New York Times on May 25, 1964, a careful analysis of this latest piece of Communist perfidy, whereby vital U.S. diplomatic, military, and scientific secrets were stolen from us during those 10 fateful years.

Authored by Mr. A. N. Spanel, the founder of International Latex Corp., and presented by the company in paid newspaper space, as a public service, this editorial-advertisement, which is entitled "Blunt Warning by 40 Ears,"

should be carefully studied by foreign ministers and their staffs and by ambassadors and their assistants throughout the whole free world, with our own foremost among them.

I submit that Mr. Spanel and his corporation have again demonstrated, as in the past 25 years, their extraordinary patriotism and citizenship on behalf of our country and our allies, and for this they deserve highest recognition everywhere.

Therefore, I ask unanimous consent that the article by Mr. Spanel be printed in the body of the RECORD.

There being no objection, the article was ordered to be printed in the RECORD, as follows:

#### BLUNT WARNING BY 40 EARS

(By A. N. Spanel, founder-chairman, International Latex Corp.)

Perfidy has been for so long a fixed element in the record and reputation of Soviet Russia that it has lost most of its earlier power to shock and anger its victims. Kremlin duplicities are by now accepted calmly, almost as if they represented a natural phenomenon.

Only that can explain the complacency with which the American public has received the State Department announcement that 40 microphones have been dug out of the walls of the U.S. Embassy in Moscow. But it is an ominous piece of news, one which we would do well to take seriously and ponder deeply.

The real danger is that, in our current eagerness to swallow Khrushchev's peaceful coexistence line, we may treat this latest evidence of Kremlin treachery too lightly—that we may ignore the grim warning it packs, for fear of disturbing the consolations of wishful thinking and self-delusion.

The discovery of the "bugging" of our Embassy, on a scale and for a duration without precedent even in the annals of Communist deceit, could be a blessing in disguise if it served to end the soporific myth that communism has changed its nature. It could be a reminder, perhaps in the nick of time, that the Red leopard, for all of Khrushchev's purring and meowing, hasn't turned into a pussycat.

#### WE HAVE BEEN WARNED

But if the reminder goes unheeded, if it does not compel us to reappraise the beguiling coexistence formula, we shall find ourselves more inextricably in the Soviet trap for America and the free world. We shall then be set up for another Pearl Harbor, this time of the nuclear variety.

Commonsense is our guarantee that if the Kremlin, for over 10 years has been eavesdropping on our Embassy staff, as well as on the conversations of visiting military men, scientists and foreign diplomats, Khrushchev has been playing diplomatic poker with us, with marked cards. Unfortunately the stakes in this game are nothing less than the future, the very survival, of America and the Western civilization of which it is a part.

Only the naive, the blind and the Communist-infected will minimize and wish away this decade-long exercise in treachery. It is their kind who once explained, in tones cultured and raucous, that we could do business with Hitler if only we "tried to understand the wave of the future."

The same voices are again being heard, pleading every imaginable argument with instant optimism dished up to whet our appetites for lucrative trade. There are, alas, too many in our Western World not only but eager to barter principles for the mirage of commerce with Communists, though a third



prove the economic and social conditions of the tribal membership.

The proposed legislation will allow program flexibility looking toward permanent economic growth and development of the reservation. We concur with the principles of the tribe's program and recommend that the judgment funds be made available to the tribe for more detailed planning as proposed in the enclosed bill.

The Bureau of the Budget has advised us that there is no objection to the submission of this proposed legislation to the Congress.

Sincerely yours,

D. OTIS BEASLEY,  
Assistant Secretary of the Interior.

# AGRICULTURE DEPARTMENT APPROPRIATION BILL, 1965—AMENDMENT (AMENDMENT NO. 1082)

Mr. JOHNSTON. Mr. President, I submit an amendment, intended to be proposed by me, to the bill (H.R. 11202) making appropriations for the Department of Agriculture and related agencies for the fiscal year ending June 30, 1965, and for other purposes, and ask that it be printed and appropriately referred. I ask unanimous consent to have printed in the RECORD a letter from R. V. Segars, addressed to me, and requesting the proposed amendment.

The ACTING PRESIDENT pro tempore. The amendment will be received, printed, and appropriately referred; and, without objection, the letter and proposed amendment will be printed in the RECORD.

The amendment was referred to the Committee on Appropriations.

The letter and amendment presented by Mr. JOHNSTON are as follows:

WOODBROW, S.C., June 24, 1964.

Senator OLIN D. JOHNSTON,  
New Senate Office Building,  
Washington, D.C.

DEAR SENATOR JOHNSTON: It was good to talk to you over the telephone the other night. All of us in South Carolina are proud of you for the way you fought the civil rights bill and I know that you were disappointed to see it pass.

We missed you at our reception but we certainly understood your not being there and we appreciated very much your sending Tom and Bob. It was a pleasure to have them both.

I called your office earlier this week and in your absence talked to Tom Chadwick about a problem that the cotton farmers are facing.

The Department of Agriculture has added another factor called micronaire reading in addition to the classification of grade and staple for establishing the value of cotton in the loan. It is their intention to charge the farmers 6 cents per bale for this service. We feel that the Government should not place any more expense on the farmer and I am sure you agree.

Briefly this cost could be removed from the farmers by obtaining an amendment to H.R. 11202 now pending before the Senate Committee on Appropriations, to provide an increase in funds and authorize usage of them to provide micronaire readings without charge to farmers, in the section of the bill having to do with Agricultural Marketing Service. The suggested language of such an amendment is attached hereto.

Senators from other cotton States are being contacted by their constituents along these same lines.

We would certainly appreciate your help

on this matter and we hope that the cotton farmers can be spared any more loss of income.

With kindest personal regards.

Yours very truly,

RAY V. SEGARS, Jr.

ENCLOSURE TO SENATOR OLIN D. JOHNSTON,  
JUNE 24, 1964

"On page 14, line 12 (of H.R. 11202 as printed and before the committee) delete '\$39,389,000' and insert in lieu thereof: '\$39,989,000: Provided, That on and after July 1, 1964, appropriations available for classing or grading cotton without charge to producers thereof shall be available for providing micronaire readings on cotton without charge to producers thereof; and hereafter there may be transferred to any such appropriation such sums from nonadministrative funds of the Commodity Credit Corporation as may be necessary for providing such micronaire readings in addition to other funds available for this purpose, such transfer, except for the cost of micronaire readings on cotton in which producers have obtained Commodity Credit Corporation price support, to be reimbursed from subsequent appropriations therefor.'"

## ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES—AMENDMENTS (AMENDMENT NO. 1081)

Mr. LAUSCHE. Mr. President, I send to the desk an amendment to the pay raise bill, H.R. 11049. This amendment deals with the pension on retirement pay that Members of Congress receive.

Under existing law, the annual payment is predicated upon the average salaries of the 5 highest years of pay.

My amendment would change that requirement that the base be the 5 highest years, and would make the base the average pay of Members of Congress through the years which they have served.

Mr. President, I send the amendment to the desk and ask that it be printed.

The ACTING PRESIDENT pro tempore. The amendment will be received, printed, and will lie on the table.

Mr. CLARK. On behalf of Senators HART, CASE, NEUBERGER, and myself, I send an amendment to the desk and ask that it be printed. We intend to offer this amendment to the amendment proposed by the Senator from New York [Mr. KEATING] to H.R. 11049, an act to adjust and raise the basic compensation of Federal officers and employees in the Federal Government, and for other purposes.

The ACTING PRESIDENT pro tempore. The amendment will be received, printed, and lie on the table.

Mr. CLARK. Mr. President, I ask unanimous consent that a copy of the amendment may be printed in the CONGRESSIONAL RECORD at this point in my remarks.

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

The amendment (No. 1083) is as follows:

At the end of the bill insert the following new title:

## "TITLE VI—INTEGRITY IN GOVERNMENT"

"SEC. 601. (a) Each Member of the Senate and the House of Representatives (including the Resident Commissioner), each civil or military officer and each employee of the executive or legislative branch of the Government of the United States or any department or agency thereof who is compensated at a rate in excess of \$15,000 per annum shall file annually, and each individual who is a candidate of a political party in a general election for the office of Senator or Representative, or Resident Commissioner in the House of Representatives but who, at the time he becomes a candidate does not occupy any such office, shall file within one month after he becomes a candidate for such office, with the Comptroller General a report containing a full and complete statement of—

"(1) the amount and source of each item of income, each item of reimbursement for any expenditure, and each gift or aggregate of gifts from one source (other than gifts from any relative or his spouse) received by him or by him and his spouse jointly during the preceding calendar year which exceeds \$100 in amount or value; including any fee or other honorarium received by him for or in connection with the preparation or delivery of any speech or address, attendance at any convention or other assembly of individuals, or the preparation of any article or other composition for publication, and the monetary value of subsistence, entertainment, travel, and other facilities received by him in kind;

"(2) the value of each asset held by him, or by him and his spouse jointly, and the amount of each liability owned by him, or by him and his spouse jointly, as of the close of the preceding calendar year;

"(3) all dealings in securities or commodities by him, or by him and his spouse jointly, or by any person acting on his behalf or pursuant to his direction during the preceding calendar year; and

"(4) all purchases and sales of real property or any interest therein by him, or by him and his spouse jointly, or by any person acting on his behalf or pursuant to his direction, during the preceding calendar year.

"(b) Except as hereinbefore provided, reports required by this section (other than reports so required by candidates of political parties) shall be filed not later than April 30 of each year. In the case of any person who ceases, prior to such date in any year, to occupy the office or position the occupancy of which imposes upon him the reporting requirements contained in subsection (a) shall file such report on the last day he occupies such office or position, or on such later date, not more than three months after such last day, as the Comptroller General may prescribe.

"(c) Reports required by this section shall be in such form and detail as the Comptroller General may prescribe. The Comptroller General may provide for the grouping of items of income, sources of income, assets, liabilities, dealings in securities or commodities, and purchases and sales of real property, when separate itemization is not feasible or is not necessary for an accurate disclosure of the income, net worth, dealing in securities and commodities, or purchases and sales of real property of any individual.

"(d) Each report required by this section shall be made under penalty for perjury. Any person who willfully fails to file a report required by this section, or who knowingly and willfully files a false report under this section, shall be fined \$2,000 or imprisoned for not more than five years, or both.

"(e) All reports filed under this section shall be maintained by the Comptroller Gen-



eral as public records which, under such reasonable regulations as he shall prescribe, shall be available for inspection by members of the public.

"(f) For the purposes of any report required by this section, a individual shall be considered to have been a Member of the Senate or House of Representatives, a Resident Commissioner, or an officer or employee of the executive or legislative branch of the Government of the United States or any department or agency thereof, during any calendar year if he served in any such position for more than six months during such calendar year.

"(g) As used in this section—

"(1) The term 'income' means gross income as defined in section 61 of the Internal Revenue Code of 1954.

"(2) The term 'security' means security as defined in section 2 of the Securities Act of 1933, as amended (15 U.S.C. 77b).

"(3) The term 'commodity' means commodity as defined in section 2 of the Commodity Exchange Act, as amended (7 U.S.C. 2).

"(4) The term 'dealings in securities or commodities' means any acquisition, holding, withholding, use, transfer, disposition, or other transaction involving any security or commodity.

"SEC. 602. Section 5 of the Administrative Procedure Act (5 U.S.C. 1004) is amended by inserting at the end thereof the following new subsection:

"(e) Communications to agency: All written communications and memoranda stating the circumstances, source, and substance of all oral communications made to the agency, or any officer or employee thereof, with respect to such case by any person who is not an officer or employee of the agency shall be made a part of the public record of such case. This subsection shall not apply to communications to any officer, employee, or agent of the agency engaged in the performance of investigative or prosecuting functions for the agency with respect to such case."

"SEC. 603. (a) (1) There is hereby authorized to be established a Commission to be known as the 'Commission on Legislative Standards' (hereinafter referred to as the 'Commission') which shall be composed of four members to be appointed by the President pro tempore of the Senate and four members to be appointed by the Speaker of the House of Representatives.

"(2) The members shall be citizens of the United States (A) who are interested in good government and who by reason of professional training and experience are peculiarly qualified to carry out the duties of the Commission, and (B) who hold no elective or party office or position.

"(3) The Commission shall select a Chairman and a Vice Chairman from among its members and shall establish rules for its procedure.

"(4) Any vacancy in the Commission shall not affect its powers, but shall be filled in the same manner in which the original appointment was made.

"(5) The members of the Commission shall each receive \$50 per diem when engaged in the actual performance of duties vested in the Commission, plus reimbursement for travel, subsistence, and other necessary expenses incurred by them in the performance of such duties.

"(b) Five members of the Commission shall constitute a quorum.

"(c) (1) The Commission shall have power to appoint and fix the compensation of such personnel as it deems advisable, without regard to the provisions of the civil service laws and the Classification Act of 1949, as amended.

"(2) The Commission is authorized without regard to any other provision of law to reimburse employees, experts, and consultants for travel, subsistence, and other neces-

sary expenses incurred by them in the performance of their official duties and to make reasonable advances to such persons for such purposes.

"(d) The Commission shall conduct a thorough study of problems of conflicts of interest and of relations with executive and other agencies which confront Members of Congress with a view to devising and recommending measures and procedures to deal with such problems.

"(e) (1) The Commission or any duly authorized subcommittee thereof may, for the purposes of carrying out the provisions of this section, hold such hearings and sit and act at such times and places, administer such oaths, and require by subpoena or otherwise the attendance and testimony of such witnesses and the production of such books, records, correspondence, memorandums, papers, and documents as the Commission or such subcommittee may deem advisable. Subpenas may be issued under the signature of the Chairman of the Commission, or the chairman of any such subcommittee (with the approval of a majority of the members thereof), and may be served by any person designated by the Chairman of the Commission or the chairman of any such subcommittee. The provisions of sections 102 to 104, inclusive, of the Revised Statutes (U.S.C., title 2, secs. 192-194), shall apply in the case of any failure of any witness to comply with any subpoena or to testify when summoned under authority of this subsection.

"(2) The Commission may authorize the Chairman to make the expenditures herein authorized and such other expenditures as the Commission may deem advisable. When the Commission ceases its activities it shall submit to the Appropriations Committees of the Senate and the House of Representatives a statement of its fiscal transactions properly audited by the Comptroller General of the United States.

"(3) The Commission is authorized to secure from any department, agency, independent instrumentality of the Government or congressional committee any information it deems necessary to carry out its functions under this section; and each such department, agency, and instrumentality is authorized and directed to furnish such information to the Commission, upon request made by the Chairman of the Commission.

"(f) The Commission shall submit a final report of its activities and the results of its studies and investigations, together with such legislative recommendations as it may deem advisable, to the Congress not later than January 30, 1965, at which time the Commission shall cease to exist.

"(g) There are hereby authorized to be appropriated such sums as may be necessary to carry out the provisions of this section."

Mr. CLARK. This is the Case-Clark-Neuberger bill, S. 1261, rewritten as an amendment to the pay bill. It requires disclosure by Senators and all members of the executive branch, employees and officers of the Senate and of the House, and Members of the Congress, of their assets, securities, and real property transactions. It requires ex parte communications to regulatory agencies to be made a part of the public record. And it sets up a committee on legislative standards, consisting of four Members of the Senate and four Members of the House, to conduct a study of legislative conflicts of interest of employees of the legislative and executive branches.

AMENDMENT NO. 1084

Mr. PROXMIRE. Mr. President, I submit an amendment to H.R. 1945, the Federal pay bill. The amendment eliminates the proposed \$7,500 annual pay

increase for Members of Congress. I ask that my amendment be printed.

The congressional pay increase is unjustified, unnecessary, and because it represents a dramatic example to the rest of the country, it could be seriously inflationary.

Members of Congress at their present \$22,500 pay level already receive more than three times the income of the average American family.

According to the U.S. Department of Commerce, the average income of the American family is \$7,200. Only about 2 percent of American families receive this.

When people are paid this handsomely in any line of work, the only convincing argument that even more should be paid is clear proof that without additional pay candidates simply cannot be recruited to do the job.

But in the case of Congress, seats are now more hotly contested than ever. It has become commonplace for candidates for the House of Representatives and their supporters to spend \$30,000 or more in a single race.

Senate campaigns in the past few years typically cost \$250,000 and up to more than a million dollars for a lone candidate.

When candidates and their supporters are willing to spend this kind of money, how in the world can we say a lush 33 1/3-percent increase in salary is needed to secure people willing to serve as Congressmen?

No one has seriously argued that increased pay for Members of Congress will increase the competence or integrity of those who serve in the Congress.

Can this huge increase be justified on moral grounds? Are the trials and tribulations of congressional office so cruel that Members deserve this pay increase as solace? The answer is a loud "No."

A seat in the House or Senate is the best job in the world. If we could afford it, most of us would pay to hold this job. It is challenging, exciting, and gives a marvelous opportunity open to a very tiny minority of Americans for serving country and conscience.

Very few Members are in the Congress for the money. And no one should be. We can get along on the \$22,500.

Congress has given itself as well as the rest of the country a tax cut this year. If the Member of Congress has other income, the tax saving will be even more. For the typical Member of Congress this will mean an \$800 increase in take-home pay, even if he has no other income. That should be enough.

Implied in the tax cut at the time of its passage was that Congress would keep Federal spending down. How in the world can Congress even pretend to do this, unless it starts with itself.

Can anyone seriously believe in economy if he votes himself a huge one-third increase in salary on top of a salary already three times the size of the income enjoyed by the average American family and higher than the family income enjoyed by all but 2 percent of American families?

On the other hand, the President has made a persuasive case for increasing



the pay of executive and judicial Government employees.

Cabinet officers, the judiciary, the entire Federal establishment must receive pay reasonably competitive with private enterprise or the Government simply cannot hire the competence it must have to do an efficient job.

This part of the pay bill is needed and justified. I warmly favor the pay increase for Federal employees, other than Members of the Congress. I stress and repeat I do favor the pay increase for the executive branch and the judiciary.

I will do my best to get a roll call for this amendment to cut out the congressional pay increase.

The ACTING PRESIDENT pro tempore. The amendment will be received, printed, and lie on the table.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. LAUSCHE. Is it not a fact that in 1955 Congress increased the salaries of Members of Congress from \$12,500 to \$22,500, an increase of 80 percent?

Mr. PROXMIRE. The Senator is absolutely correct.

Mr. LAUSCHE. In 1955 the salaries were \$12,500. If the increase is granted, in 1965 they will be lifted to \$30,000. That means that in 9 years we will have increased our salaries by 140 percent. Is that correct?

Mr. PROXMIRE. The Senator is correct. I believe his figures are accurate. It is true, of course, that there was an expense allowance of \$2,500, which some people felt was the equivalent of salary. But the increase was astronomical, and at least 100 percent under any kind of computation.

Mr. LAUSCHE. Is it not also true that if we increase our salaries to \$30,000, we will also be making ourselves a rich grant by way of increased retirement pay for each succeeding year that we serve in the capacity of Members of Congress?

Mr. PROXMIRE. The Senator is correct. It is certainly an additional advantage, because the increased contribution that we make will be matched by the Government.

Mr. LAUSCHE. I submitted an amendment this morning which will modify the present retirement law so as to make the retirement pay dependent upon the average pay of all the years which a Member of Congress serves in Congress, instead of the five highest years. Under the proposal in the pay increase bill, at the end of 5 years I would be entitled to a pension based on a salary of \$30,000, instead of on a salary of \$22,500. In my opinion that is a very lucrative emolument, to which I am not entitled.

Mr. PROXMIRE. The Senator makes a good point.

#### AMENDMENT NO. 1087

Mr. MORSE. Mr. President, I send an amendment to the desk to H.R. 11049. I ask that it may be received and printed and lie on the table, and also that it may be printed in the RECORD.

The ACTING PRESIDENT pro tempore. The amendment will be received and printed and will lie on the table;

and, without objection, the amendment will be printed in the RECORD.

The amendment, submitted by Mr. MORSE, is as follows:

On page 167, at the end of line 2, insert a new title, as follows:

#### "TITLE VI

"That each Member of the Senate and House of Representatives (including each Delegate and Resident Commissioner); each officer and employee of the United States who (1) receives a salary at a rate of \$10,000 or more per annum or (2) holds a position of grade GS-15 or above, and each officer in the Armed Forces of the rank of colonel, or its equivalent, and above; and each member, chairman, or other officer of the national committee of a political party shall file annually with the Comptroller General a report containing a full and complete statement of—

"(1) the amount and resources of all income and gifts (of \$100 or more in money or value, or in the case of multiple gifts from one person, aggregating \$100 or more in money or value) received by him or any person on his behalf during the preceding calendar year;

"(2) the value of each asset held by or entrusted to him or by or to him and any other person and the amount of each liability owed by him, or by him together with any other person as to the close of the preceding year; and

"(3) the amount and source of all contributions during the preceding calendar year to any person who received anything of value on his behalf or subject to his direction or control or who, with his acquiescence, makes payments for any liability or expense incurred by him.

"SEC. 2. Each person required by the first section to file reports shall, in addition, file semiannually with the Comptroller General a report containing a full and complete statement of all dealings in securities or commodities by him, or by any person acting on his behalf or pursuant to his direction, during the preceding six-month period.

"SEC. 3. (a) Except as provided in subsection (b), the reports required by the first section of this Act shall be filed not later than March 31 of each year; and the reports required by section 2 shall be filed not later than July 31 of each year for the six-month period ending June 30 of such year, and not later than January 31 of each year for the six-month period ending December 31 of the preceding year.

"(b) In the case of any person required to file reports under this Act whose service terminates prior to the date prescribed by subsection (a) as the date for filing any report, such report shall be filed on the last day of such person's service, or on such later date, not more than three months after the termination of such service, as the Comptroller General may prescribe.

"SEC. 4. The reports required by this Act shall be in such form and detail as the Comptroller General may prescribe. The Comptroller General may provide for the grouping of items of income, sources of income, assets, liabilities, and dealings in securities or commodities, when separate itemization is not feasible or not necessary for an accurate disclosure of a person's income, net worth, or dealings in securities, and commodities.

"SEC. 5. Any person who willfully fails to file a report required by this Act or who willfully and knowingly files a false report shall be fined \$2,000 or imprisoned for not more than five years, or both.

"SEC. 6. (a) As used in this Act—

"(1) The term 'income' means gross income as defined in section 22(a) of the Internal Revenue Code.

"(2) The term 'security' means security as defined in section 2 of the Securities Act of 1933, as amended (U.S.C., title 15, sec. 77b).

"(3) The term 'commodity' means commodity as defined in section 2 of the Commodity Exchange Act, as amended (U.S.C., title 7, sec. 2).

"(4) The term 'dealings in securities or commodities' means any acquisition, holding, withholding, use, transfer, disposition, or other transaction involving any security or commodity.

"(5) The term 'person' includes an individual, partnership, trust, estate, association, corporation, or society.

"(b) For the purposes of any report required by this Act, a person shall be considered to be a Member of the Senate or House of Representatives, an officer or employee of the United States and of the armed services as described in the first section of this Act, or a member, chairman, or other officer of the national committee of a political party, if he served (with or without compensation) in any such position during the period to be covered by such report, notwithstanding that his service may have terminated prior to December 31 of such calendar year.

"SEC. 7. The Comptroller General shall have authority to issue, reissue, and amend rules and regulations governing the publication of reports, or any part of them. He shall prescribe fees to cover the cost of reproduction. In formulating such rules and regulations, he shall seek to maximize the availability of reports for purposes of informing the public and agencies and officials of the Federal and local governments, and to minimize use of such records for private purposes."

#### AMENDMENT NO. 1088

Mr. KEATING (for himself and Mr. JAVITS) submitted an amendment, intended to be proposed by them, jointly, to House bill 11049, the Federal employees pay bill, which was ordered to lie on the table and to be printed.

#### FREE IMPORTATION OF WILD ANIMALS AND WILD BIRDS—AMENDMENT (AMENDMENT NO. 1085)

Mr. CURTIS submitted an amendment, intended to be proposed by him, to the amendment (No. 465) intended to be proposed by Mr. MANSFIELD (for himself and other Senators) to the bill (H.R. 1839) to amend the Tariff Act of 1930 to provide for the free importation of wild animals and wild birds which are intended for exhibition in the United States, which was referred to the Committee on Finance and ordered to be printed.

#### AVAILABILITY OF CERTAIN CRITICAL MATERIALS DURING A WAR OR NATIONAL EMERGENCY—AMENDMENT (AMENDMENT NO. 1086)

Mr. METCALF submitted an amendment, intended to be proposed by him, to the bill (S. 2272) to insure the availability of certain critical materials during a war or national emergency by providing for a reserve of such materials, and for other purposes, which was referred to the Committee on Armed Services and ordered to be printed.



# ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES—ADDITIONAL COSPONSOR OF AMENDMENTS

Mr. WILLIAMS of Delaware. Yesterday I submitted two amendments to the bill H.R. 11049, the Federal pay bill. I ask unanimous consent that the name of the Senator from Ohio [Mr. LAUSCHE] appear as a cosponsor of the amendments.

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

## ASSISTANCE TO ELDERLY PERSONS—ADDITIONAL COSPONSOR OF BILL

Mr. McNAMARA. Mr. President, at its next printing, I ask unanimous consent that the name of the Senator from Utah [Mr. Moss] be added as cosponsor of S. 2000, the bill to provide assistance in the development of new or improved programs to help older persons through grants to the States for community planning and services for training, through research, development, or training project grants, and to establish within the Department of Health, Education, and Welfare an operating agency to be designated as the "Administration of Aging."

The ACTING PRESIDENT pro tempore. Without objection, it is so ordered.

## MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Bartlett, one of its reading clerks, announced that the House had agreed to the amendment of the Senate to the bill (H.R. 2664) to amend section 6(o) of the Universal Military Training and Service Act to provide an exemption from induction for the sole surviving son of a family whose father died as a result of military service.

The message also announced that the House had agreed to the amendment of the Senate to the bill (H.R. 10053) to amend section 502 of the Merchant Marine Act, 1936, relating to construction differential subsidies.

The message further announced that the House had agreed to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H.R. 11376) to provide a 1-year extension of certain excise tax rates.

## ENROLLED BILLS SIGNED

The message also announced that the Speaker had affixed his signature to the following enrolled bills, and they were signed by the Acting President pro tempore:

H.R. 9876. An act to amend the Juvenile Delinquency and Youth Offenses Control Act of 1961 by extending its provisions for 2 additional years and providing for a special project and study;

H.R. 10056. An act to amend section 502 of the Merchant Marine Act, 1936, relating to construction differential subsidies; and

H.R. 10314. An act to further amend the Federal Civil Defense Act of 1950, as amended, to extend the expiration date of certain authorities, thereunder, and for other purposes.

## ADDRESSES, EDITORIALS, ARTICLES, ETC., PRINTED IN THE APPENDIX

On request, and by unanimous consent, addresses, editorials, articles, etc., were ordered to be printed in the Appendix, as follows:

By Mr. HARTKE:

Editorial tribute to the Cummins Engine Co., of Columbus, Ind., for its community consciousness and civic concern, published in the Columbus (Ind.) Evening Republican of June 23, 1964.

Editorial entitled "Fighting Dropout Problem," published in the Marion (Ind.) Leader-Tribune of June 10, 1964.

Editorial on Cyprus and the United Nations, published in the Rushville (Ind.) Daily Telegram of June 23, 1964.

Editorial entitled "Indiana: Land of Reasonable Taxes," published in the Sellersburg (Ind.) News of June 10, 1964.

By Mr. MUNDT:

Article entitled "Difficulties of a Small State in the Federal System and Suggestions for Dealing With Them," written by Robert E. Smyne, Governor of Idaho, and published in the spring 1964, issue of State Government.

By Mr. McCLELLAN:

Resolution in opposition to the Civil Rights Act, adopted by the Searcy, Ark., Civitan Club.

## GOVERNMENT PRINTING OFFICE CONTINUES RECORD OF EFFECTIVE SERVICE—PUBLIC PRINTER HARRISON PROPOSES RELOCATION AND CONSOLIDATION

Mr. RANDOLPH. Mr. President, 104 years ago last Tuesday, President Buchanan signed an act establishing a Government Printing Office. Almost obscured by the momentous events taking place in early March of 1861 as prolog to the Civil War, the U.S. Government Printing Office opened its doors for business. It has served the legislative, executive, and judicial branches of the Government continuously since that time. History and circumstances have demonstrated what a remarkably sound piece of business this was for our Republic.

In the first 6 months of its operation, the Government Printing Office recovered its entire purchase cost of \$135,000. Prior to 1873, the proceedings and debates of the Congress were reported in abbreviated form in newspapers, printed by private firms, or contracted for from printers elected by the House and Senate who were, more often than not, different printers for each body. At the conclusion of each session, the Congress was regularly petitioned for redress of losses incurred in reproducing these proceedings. Finally, due to irregularities, delays, and excessive costs, this highly important segment of public printing was placed under the Congressional Printer, and the first CONGRESSIONAL RECORD appeared on March 5, 1873. Since that date, the Congress of the United States

has been served effectively and economically by this agency.

In 1861, our Government ministered to the political, economic, and social needs of 32 million Americans. Today, we respond to the vastly expanded requirements of a population approaching 200 million. The Government Printing Office has met the challenge of a nation's government on the move. This agency now employs more than 7,000 persons and occupies a four-building complex a few short blocks from this Chamber. It leases paper-storage facilities in Franconia, Va., as well as document-storage warehouses in both Washington, D.C., and Maryland. In the past fiscal year, the Government Printing Office produced over a billion copies of publications of all classes. This total includes over 8 million copies of the CONGRESSIONAL RECORD and 3.8 million copies of the Federal Register. In addition, nearly 2½ billion postal cards were printed in fiscal 1963.

Its Division of Public Documents mailed out 181 million publications, and returned nearly \$6 million to the U.S. Treasury from the sale of these publications. The Government Printing Office's dollar volume now exceeds \$127 million annually. It includes central-office printing, field-service printing, blank paper supply to Government departments, as well as purchases of printing from commercial contractors. Purchases of printing from commercial contractors accounted for 47 percent of the printing and binding volume for 1963.

This agency is rather unique, since it operates similarly to conventional commercial enterprises: With a working capital used as a revolving fund. For example, when an agency orders printing from the Government Printing Office, the job is done and the publication delivered, together with a bill for the work. During the interval between production and collection, the Printing Office pays its help and purchases paper and supplies, using its revolving fund. When the agency pays its bill, the Government Printing Office reconstitutes its working capital on deposit with the U.S. Treasury. Capital purchases and replacement of obsolete equipment must be made from a small percentage of retained earnings to keep pace with rapidly changing technology which is so characteristic of the printing industry.

Realistic and competitive price structures are testimony as to how well the Government Printing establishment is doing its task. In recent months, Public Printer James L. Harrison, the most capable administrator of this important office, has submitted a proposal to the Congress for vacating the present four-building complex and distant warehousing facilities. Mr. Harrison envisions the relocating and consolidating of Government Printing Office operations at a building especially designed to meet its production and storage needs. Substantially lower operating costs are forecast if the Public Printer's plan is approved, with savings conservatively estimated at nearly \$3 million annually. Moreover,







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D. C. 20250

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U. S. Department of Agriculture

OFFICE OF  
BUDGET AND FINANCE

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For actions of July 1, 1964

88th-2nd; No. 132

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HIGHLIGHTS: Senate debated pay bill. Senate committee reported road authorization bill. Senate committee approved meat-imports amendment. Senators were appointed to Food Marketing Commission. House passed foreign aid appropriation bill. House passed bill to extend time for filing tobacco allotment leases.

## SENATE

1. PERSONNEL; PAY. Began debate on H. R. 11049, the Federal pay bill, rejecting amendments to exclude the legislative branch, etc. pp. 15175-86, 15210-31, 15242
2. ROADS. The Public Works Committee reported with amendments H. R. 10503, the road authorizations bill for 1966 and 1967 (S. Rept. 1162). p. 15136
3. MEAT IMPORTS. Sen. Byrd, Va., announced that the Finance Committee had approved a meat-imports amendment (p. 15217). The "Daily Digest" states that the committee voted to report (but did not actually report) H. R. 1839, providing for free importation of wild birds and animals for exhibition, "with Mansfield amendment No. 465 (restricting importation of beef, veal, lamb, and mutton into the U. S. ) as modified by Curtis amendment No. 1085 (restricting the importation of such meats on a pound basis)." p. D537



4. FOOD MARKETING. Sens. Magnuson, McGee, Hart, Morton, and Hruska were appointed as Senate members of the National Commission on Food Marketing. p. 15242
5. COMMODITY CREDIT CORPORATION. Both Houses received from the Comptroller General an audit report on CCC for the fiscal year 1963. pp. 15130, 15135
6. MUSHROOM INDUSTRY. Received a Pa. legislature resolution asking protection for the mushroom industry. p. 15136
7. RADIATION. The Judiciary Committee reported without amendment H. R. 10437, to incorporate the National Committee on Radiation Protection and Measurements (S. Rept. 1155). p. 15136
8. RECREATION. The Judiciary Committee reported with amendments H. J. Res. 658, requesting the President to proclaim 1964 as "See America Year" (S. Rept. 1149) p. 15136
9. ELECTRIFICATION. Sen. Javits inserted the report of the Milton Eisenhower committee on electric resources and the future. pp. 15138-42
10. POVERTY. Sen. Lausche criticized the President's poverty program (p. 15173). Sen. Javits inserted ideas on the poverty program resulting from a New York University conference (pp. 15231-4).
11. AREA REDEVELOPMENT. Sen. Hartke inserted an editorial defending the area-redevelopment project for North Vernon, Ind., against criticism by Reader's Digest. p. 15238
12. WATERSHEDS. The Public Works Committee approved watershed projects for Hiawassee River, Ga.; Muddy Creek, Kans.; Presque Isle Strait, Me.; and West Fork of Duck Creek, O. p. D537

#### HOUSE

13. ALASKA RELIEF. Rep. Albert asked permission for S. 2881, the Alaska relief bill, to be taken up today under a motion to suspend the rules and pass the bill, but withdrew the request after Rep. Halleck indicated that he had not had sufficient opportunity to check into the matter. pp. 15067-8  
Rep. Pelly criticized the Senate's action in rejecting certain "liberalizing amendments" to S. 2881, stating that "Alaska has received rather shabby treatment in relation to her reconstruction needs..." p. 15027
14. FOREIGN AID. By a record vote of 231 to 174 passed, without amendment, H. R. 11812, the foreign aid appropriation bill. pp. 15027-65  
The bill includes \$204,600,000 for economic assistance development grants \$134,272,400 for contributions to international organizations and programs, \$85,000,000 for Alliance for Progress development grants, \$425,000,000 for Alliance for Progress development loans, and \$87,100,000 (plus \$17,000,000 of funds previously appropriated) for the Peace Corps.
15. APPROPRIATIONS. Rep. Mahon inserted tabulations of appropriation bills processed by the House to date. p. 15065
16. TOBACCO. Passed without amendment H. J. Res. 1026, to extend time by which a lease transferring a tobacco acreage allotment may be filed. p. 15067  
Rep. Kornegay inserted an editorial criticizing FTC's rule requiring the labeling of cigarettes as a health hazard. pp. 15069-10



under certain circumstances, such as when an impending election is imminent and a State's election machinery is already in progress, equitable considerations might justify a court in withholding the granting of immediately effective relief in a legislative apportionment case, even though the existing apportionment scheme was found invalid. In awarding or withholding immediate relief, a court is entitled to and should consider the proximity of a forthcoming election and the mechanics and complexities of State election laws, and should act and rely upon general equitable principles. With respect to the timing of relief, a court can reasonably endeavor to avoid a disruption of the election process which might result from requiring precipitate changes that could make unreasonably or embarrassing demands on a State in adjusting to the requirements of the court's decree."

The Court expressly approved the approach of the court in Alabama, which it commended for having correctly recognized that legislative reapportionment is primarily a matter for legislative consideration and determination, and that judicial relief becomes appropriate only when a legislature fails to reapportion according to Federal constitutional requisites in a timely fashion after having had an adequate opportunity to do so. The Court especially commended "the proper judicial restraint" shown by the Alabama court in not jumping in too quickly.

In the New York case the Court simply left it to the lower court to determine "whether, because of the imminence of (the 1964) election and in order to give the New York Legislature an opportunity to fashion a constitutionally valid legislative apportionment plan, it would be desirable to permit the 1964 election of legislators to be conducted pursuant to the existing provisions, or whether, under the circumstances, the effectuation of appellants' right to a properly weighted voice in the election of State legislators should not be delayed beyond the 1964 election."

As noted above, in the Colorado case the Court did treat the availability of initiative and referendum as a reason for which a court "might be justified in temporarily refraining

from the issuance of injunctive relief in an apportionment case in order to allow for resort to an available political remedy."

In the Colorado case, the actions had been originally filed in March and July of 1962. The three-judge court gave its opinion on August 10, 1962, holding that, in view of the immediate imminence of an election, no change would be required at that time. At that same time two initiative proposals were pending to deal with apportionment. The Supreme Court held that "because of the imminence of the November 1962 election and the fact that two initiated proposals relating to legislative apportionment would be voted on by the State's electorate at that election, the district court properly stayed its hand and permitted the 1962 election of legislators to be conducted pursuant to the existing statutory scheme."

The Court thereupon remanded the matter for the district court to decide whether the constitutionally required system under its decision "can practicably be effectuated in 1964."

Conclusion as to timing: Taking the opinions as a whole, we conclude first, that our legislature must be given a fair chance to deal with this problem; and second, that in view of the imminence of the 1964 election, that fair chance comes in 1965. Finding the proper solution will take the very best thought of which the legislature is capable, and it is too soon to know what that solution will be.

### III. RECOMMENDATIONS

1. We cannot possibly solve these problems prior to the 1964 election. The candidates are already in the field and we could not conceivably get a fair and sound constitutional amendment drafted and offered in time for this year. In light of all the circumstances, we recommend against proposing a special session at this time but rather recommend that we proceed affirmatively, as suggested in the two next paragraphs, as evidence of our complete good faith. Fortunately, article 21, section 1, of our constitution permits us to amend our constitution by special election; and if it appears necessary to have such an election in 1965, we can do so.

2. The present work on congressional reapportionment should be pressed to completion at full speed. At the earliest possible date, this report should be published.

3. The president of the senate, the speaker of the house, and the Governor should meet immediately to establish a procedure to prepare recommendations for a proper adjustment to the decisions in the light of the history and needs of our own State and our own people. Tentatively we recommend a special joint commission. We can best demonstrate that we do not need to have a three-judge court do our thinking for us by doing it for ourselves.

The PRESIDING OFFICER. Is there further morning business? If not, morning business is closed; and, without objection, the Chair lays before the Senate the unfinished business.

## GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, which had been reported from the Committee on Post Office and Civil Service, with an amendment, to strike out all after the enacting clause and insert:

That this Act may be cited as the "Government Employees Salary Reform Act of 1964".

### TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS

#### Short title

SEC. 101. This title may be cited as the "Federal Employees Salary Act of 1964".

#### Classification Act employees

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

#### "Grade

#### Per annum rates and steps

|            | 1       | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| GS-1.....  | \$3,385 | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680   | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005   | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480   | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000   | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,505   | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7.....  | 6,050   | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8.....  | 6,630   | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9.....  | 7,220   | 7,465   | 7,710   | 7,955   | 8,200   | 8,445   | 8,690   | 8,935   | 9,180   | 9,425   |
| GS-10..... | 7,900   | 8,170   | 8,440   | 8,710   | 8,980   | 9,250   | 9,520   | 9,790   | 10,060  | 10,330  |
| GS-11..... | 8,650   | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |
| GS-12..... | 10,250  | 10,605  | 10,960  | 11,315  | 11,670  | 12,025  | 12,380  | 12,735  | 13,090  | 13,445  |
| GS-13..... | 12,075  | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14..... | 14,170  | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15..... | 16,460  | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16..... | 18,935  | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  |         |
| GS-17..... | 21,445  | 22,195  | 22,945  | 23,695  | 24,445  |         |         |         |         |         |
| GS-18..... | 24,500  |         |         |         |         |         |         |         |         |         |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b)(4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the oper-



ation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purpose of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he holds such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"Sec. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may, with the approval of the Commission in each specific case, appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose."

(b) Section 505(b) of the Classification Act of 1949, as amended (5 U.S.C. 1105(b)), relating to the limitation on numbers of positions in grades 16, 17, and 18 of the General Schedule of such Act, is amended by inserting "(1)" after the words "in addition to", and by striking out "which may be placed in such grades" and inserting in lieu thereof ", and positions placed under this Act pursuant to section 309 of the Federal Executive Salary Act of 1964, which may be placed in such grades, and (ii) two hundred and forty examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) which may be placed in grade 16 and nine such positions which may be placed in grade 17".

(c) Section 604(d)(3) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is amended to read as follows:

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

#### *Postal field service employees*

SEC. 104. Section 1 of title 39, United States Code, is amended by striking out the period at the end of such section and inserting in lieu thereof a semicolon and the following:

"revenue unit" means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title."

SEC. 105. Section 702 of title 39, United States Code, is amended to read as follows:

"§ 702. Classes of post offices

"(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis

of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but fewer than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but fewer than 190 revenue units. He shall place in the fourth class those post offices having fewer than 36 revenue units.

"(b) The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—

"(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;

"(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

"(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.

"(c) Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section."

SEC. 106. Section 704 of title 39, United States Code, is amended by deleting "of the first, second, or third class" appearing therein, and inserting in lieu thereof "(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)".

SEC. 107. Subsection (b)(1) of section 2102 of title 39, United States Code, is amended to read as follows:

"(1) for post offices at which the postmaster does not furnish quarters on an allowance basis;"

SEC. 108. (a) Section 3501 of title 39, United States Code, is amended by inserting a new subsection (c) following subsection (b) as follows:

"(c) The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions."

(b) Chapter 45 of title 39, United States Code, is amended as follows:

(1) In subsection (c) of section 3513—

(A) Change the catchline to read "POST-OFFICE CLERK. (KP-4)"; and

(B) Add the following new sentence to the end of paragraph (1): "This office has fewer than 190 revenue units annually."

(2) In subsection (e) of section 3516—

(A) Change the catchline to read "POSTMASTER. (KP-18)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$1,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 40 revenue units annually".

(3) In subsection (b) of section 3517—

(A) Change the catchline to read "POSTMASTER. (KP-20)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$4,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 110 revenue units annually".

(4) In subsection (b) of section 3518—

(A) Change the catchline to read "POSTMASTER. (KP-22)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$6,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 140 revenue units annually".

(5) In subsection (b) of section 3519—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-24)"; and

(B) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

(6) In subsection (c) of section 3519—

(A) Change the catchline to read "POSTMASTER. (KP-25)";

(B) Delete "second class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$16,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 380 revenue units annually".

(7) In subsection (b) of section 3520—

(A) Change the catchline to read "POSTMASTER. (KP-27)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

(8) In subsection (b) of section 3521—

(A) Change the catchline to read "POSTMASTER. (KP-29)";

(B) Delete "first class" appearing in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$129,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 3,060 revenue units annually".

(9) In subsection (b) of section 3522—

(A) Change the catchline to read "POSTMASTER. (KP-31)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$314,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 7,450 revenue units annually".

(10) In subsection (b) of section 3523—

(A) Change the catchline to read "POSTMASTER. (KP-33)";

(B) Delete "first class" appearing in the first sentence of paragraph (1); and

(C) Delete the second sentence of paragraph (1) and insert in lieu thereof: "This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction."

(11) In subsection (b) of section 3524—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-35)"; and

(B) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".

(12) In subsection (c) of section 3524—

(A) Change the catchline to read "POSTMASTER. (KP-36)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$1,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 23,700 revenue units annually".

(13) In subsection (a) of section 3525—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-37)"; and



(B) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".

(14) In subsection (b) of section 3525—  
(A) Change the catchline to read "POSTMASTER. (KP-38)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".

(15) In subsection (a) of section 3526—  
(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-39)"; and

(B) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".

(16) In subsection (b) of section 3526—  
(A) Change the catchline to read "POSTMASTER. (KP-40)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$4,470,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 106,000 revenue units annually".

(17) In subsection (b) of section 3527—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-42)"; and

(B) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".

(18) In subsection (c) of section 3527—  
(A) Change the catchline to read "POSTMASTER. (KP-43)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".

(19) In subsection (b) of section 3528—  
(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-45)"; and

(B) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".

(20) In subsection (c) of section 3528—  
(A) Change the catchline to read "POSTMASTER. (KP-46)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".

(21) In section 3529—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER. (KP-47)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".

(22) In section 3530—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER. (KP-48)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".

Sec. 109. Section 3542(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

#### "POSTAL FIELD SERVICE SCHEDULE"

| "PFS"   | "Per annum rates and steps" |         |         |         |         |         |         |         |         |         |         |         |
|---------|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|         | 1                           | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1.....  | \$3,945                     | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2.....  | 4,270                       | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3.....  | 4,615                       | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4.....  | 5,000                       | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5.....  | 5,345                       | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6.....  | 5,735                       | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7.....  | 6,140                       | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   | -----   |
| 8.....  | 6,650                       | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   | -----   | -----   |
| 9.....  | 7,190                       | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   | -----   | -----   |
| 10..... | 7,830                       | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  | -----   | -----   |
| 11..... | 8,650                       | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  | -----   | -----   |
| 12..... | 9,570                       | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  | -----   | -----   |
| 13..... | 10,575                      | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  | -----   | -----   |
| 14..... | 11,660                      | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  | -----   | -----   |
| 15..... | 12,885                      | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  | -----   | -----   |
| 16..... | 14,240                      | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  | -----   | -----   |
| 17..... | 15,755                      | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  | -----   | -----   |
| 18..... | 17,450                      | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  | -----   | -----   |
| 19..... | 19,345                      | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  | -----   | -----   | -----   | -----   |
| 20..... | 21,445                      | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

SEC. 110. Section 3543(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule which shall be known as the

Rural Carrier Schedule and for which the symbol shall be 'RCS'.

#### "RURAL CARRIER SCHEDULE"

|                                                                            | "Per annum rates and steps" |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                           | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                             |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                     | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                          | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                          | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

SEC. 111. (a) Section 3544 of title 39, United States Code, is amended to read as follows:

"§ 3544. Fourth Class Office Schedule  
"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be 'FOS' for postmasters in post offices of the fourth class which is based on the revenue units of the post office for

the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

#### "FOURTH-CLASS OFFICE SCHEDULE"

| "Revenue units"          | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|--------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                          | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 30 but less than 36..... | \$3,760                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| 24 but less than 30..... | 3,435                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| 18 but less than 24..... | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| 12 but less than 18..... | 2,258                     | 2,331   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| 6 but less than 12.....  | 1,628                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than 6.....         | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775   |



"(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in revenue units at the start of the first pay period after January 1 of each year. When a post office is restored to a revenue unit category held by it prior to relegation to a lower revenue unit category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher revenue unit category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted revenue units of the office. Each increase in basic salary because of change in revenue units shall be deemed the equivalent of a step increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

"(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster General may advance such office to the appropriate category based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any fourth-class office advanced to the appropriate category pursuant to this subsection shall not be reduced in category until the start of the first pay period after January 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category indicated by the revenue units for the preceding fiscal year.

"(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

"(e) The Postmaster General may allow to postmasters in fourth-class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

"(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

"(g) Where the revenue units of a post office of the third class for each of two consecutive fiscal years are less than 36, or where in any fiscal year the revenue units are less than 33, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

"(h) When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office."

SEC. 112. (a) Subsection (a) of section 6007 of title 39, United States Code, is amended to read as follows:

"(a) The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee."

(b) Section 2009 of title 39, United States Code, is amended by deleting "at any price

less than eight cents per piece" and inserting in lieu thereof "at any price less than the fees established pursuant to section 6007(a) of this title."

SEC. 113. Section 3560 of title 39, United States Code, is amended—

(1) by striking out "gross receipts" in subsection (a)(3) and inserting in lieu thereof "revenue unit"; and

(2) by striking out "gross receipts" in subsection (f)(1) and inserting in lieu thereof "revenue unit".

SEC. 114. (a) Section 3552(a) of title 39, United States Code, is amended to read as follows:

"(a)(1) Each employee subject to the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule who has not reached the highest step for his position shall be advanced successively to the next higher step as follows:

"(A) to steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and

"(B) to steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

"(2) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step increases."

(b) Section 3552 of title 39, United States Code, is further amended by adding the following new subsection at the end thereof:

"(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employees.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

SEC. 115. (a) Section 711 of title 39, United States Code, is repealed.

(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

"711. Method of determining gross receipts."

SEC. 116. The basic compensation of each employee subject to the Postal Field Service Schedule, the Rural Carrier Schedule, or the Fourth Class Office Schedule, immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels, receipts categories, or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this section, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

*Employees in the Department of Medicine and Surgery of the Veterans' Administration*

SEC. 117. (a) Section 4103 of title 38, United States Code, relating to the appoint-

ment and annual salaries of certain staff positions in the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4103. Office of the Chief Medical Director

"(a) The Office of the Chief Medical Director shall consist of the following—

"(1) The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(2) The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(3) Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.

"(4) Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.

"(5) A Director of Nursing Service, who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.

"(6) A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.

"(7) Such other personnel and employees as may be authorized by this chapter.

"(b) Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.

"(c) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position."

(b) The table of contents of chapter 73 of title 38, United States Code, is amended by striking out

"4103. Appointments and compensations." and inserting in lieu thereof:

"4103. Office of the Chief Medical Director."

(c) Section 2 of the Act of July 31, 1894, as amended (5 U.S.C. 62), shall not apply to any individual appointed, before January 1, 1964, as Chief Medical Director under section 4103 of title 38, United States Code; but section 212 of the Act of June 30, 1932, as amended (5 U.S.C. 59a), shall apply, in accordance with its terms, to any such individual.

SEC. 118. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:



### "§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

#### "SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$24,500.  
"Medical Director, \$21,445 minimum to \$24,445 maximum.

"Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.

"Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.

"Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.

"Chief Dietitian, \$16,460 minimum to \$21,590 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

#### "PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$18,935 minimum to \$24,175 maximum.

"Executive grade, \$17,655 minimum to \$23,190 maximum.

"Chief grade, \$16,460 minimum to \$21,590 maximum.

"Senior grade, \$14,170 minimum to \$18,580 maximum.

"Intermediate grade, \$12,075 minimum to \$15,855 maximum.

"Full grade, \$10,250 minimum to \$13,445 maximum.

"Associate grade, \$8,650 minimum to \$11,305 maximum.

#### "NURSE SCHEDULE

"Assistant Director grade, \$14,170 minimum to \$18,580 maximum.

"Chief grade, \$12,075 minimum to \$15,855 maximum.

"Senior grade, \$10,250 minimum to \$13,445 maximum.

"Intermediate grade, \$8,650 minimum to \$11,305 maximum.

"Full grade, \$7,220 minimum to \$9,425 maximum.

"Associate grade, \$6,315 minimum to \$8,205 maximum.

"Junior grade, \$5,505 minimum to \$7,170 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

*Foreign Service officers; staff officers and employees*

SEC. 119. Section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows:

#### "FOREIGN SERVICE OFFICERS

"SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   |
| Class 6.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   |
| Class 7.....  | 7,010    | 7,245    | 7,480    | 7,715    | 7,950    | 8,185    | 8,420    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250"   |

SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows:

"(a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees.

The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   | 12,360   | 12,705   | 13,050   |
| Class 4.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   | 10,290   | 10,575   | 10,860   |
| Class 5.....  | 7,480    | 7,735    | 7,990    | 8,245    | 8,500    | 8,755    | 9,010    | 9,265    | 9,520    | 9,775    |
| Class 6.....  | 6,755    | 6,980    | 7,205    | 7,430    | 7,655    | 7,880    | 8,105    | 8,330    | 8,555    | 8,780    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830"   |

SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946, shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

#### *Agricultural stabilization and conservation county committee employees*

SEC. 122. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 102 of this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

#### *Miscellaneous provisions*

SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

"(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate."

SEC. 124. Subsection (b) of the first section of the Act entitled "An Act to provide retirement, clerical assistants, and free mailing privileges to former Presidents of the United States, and for other purposes", approved August 25, 1958 (72 Stat. 838; 3 U.S.C. note fol. 102), is amended by striking out "\$50,000" and inserting in lieu thereof "\$65,000".

#### *Absorption of costs*

SEC. 125. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such departments, agencies, establishments, and corporations in such manner and to such extent as the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

(b) Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

(c) Nothing contained in subsection (a) of this section shall be held or considered

to require (1) the separation from the service of any individual by reduction in force or other personnel action or (2) the placing of any individual in a leave-without-pay status.

#### TITLE II—FEDERAL LEGISLATIVE SALARIES

SEC. 201. This title may be cited as the "Federal Legislative Salary Act of 1964".

SEC. 202. (a) Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation in an amount equal to the greater of the following amounts, as applicable:

(1) an amount equal to 3½ per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law) in effect immediately prior to the effective date of this section plus 1 per centum of such gross rate for each whole multiple, or part of a multiple, of \$500 basic compensation; or

(2) an amount equal to 5 per centum of such gross rate.

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by reason of any other provision of this title, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section in that gross rate which is nearest in amount to the total annual compensation of such officer or employee.



(c) Each of the limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives shall be increased by 7 per centum. The amount of each increase under this subsection shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

(1) by striking out "\$8,880" where it first appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(2) by striking out "\$8,880" at the second place where it appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

(f) (1) This subsection is enacted as an exercise of the rulemaking power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

(A) by striking out "\$8,880" where it first appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(B) by striking out "\$8,880" at the second place where it appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended."

(g) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the effective date prescribed by section 501(a), to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

(h) Notwithstanding the provision referred to in subsection (i), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Official Reporters of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by an amount which is equal to the amount of the increase which would be provided by subsection (a) of this section in that gross rate determined without regard to the provisions referred to in sub-

section (i) of this section which is nearest in amount to the total annual compensation of such officer or employee.

(i) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$18,880" and inserting in lieu thereof "\$22,945".

(j) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

(k) The gross rate of compensation of the Postmaster of the Senate shall be \$18,420, and the gross rate of compensation of the Assistant Postmaster of the Senate shall be \$14,570. The provisions of section 106 of the Legislative Branch Appropriation Act, 1963, shall not hereafter apply to employees referred to in this subsection.

Sec. 203. (a) The compensation of the Comptroller General of the United States shall be at the rate of \$30,000 per annum.

(b) The compensation of the Assistant Comptroller General of the United States shall be at the rate of \$28,000 per annum.

(c) The compensation of the General Counsel of the United States General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol shall be at the rate of \$26,000 per annum.

(d) The compensation of the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol shall be at the rate of \$24,500 per annum.

(e) The compensation of the Second Assistant Architect of the Capitol shall be at the rate of \$22,500 per annum.

(f) The compensation of the Chaplain of the House of Representatives shall be at the rate of \$12,500 per annum.

(g) The compensation of the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate shall be at the rate of \$27,500 per annum.

(h) The compensation of the Chaplain of the Senate shall be at the rate of \$15,000 per annum.

Sec. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum."

Sec. 205. No officer or employee subject to section 202(a) or 202(b) of this title shall receive, by reason of any provision of this title, an increase in gross rate of compensation (basic compensation plus additional compensation authorized by law), or in total annual compensation, which is in excess of the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this Act for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended.

#### TITLE III—FEDERAL EXECUTIVE SALARIES

Sec. 301. This title may be cited as the "Federal Executive Salary Act of 1964".

Sec. 302. There is hereby established for offices and positions to which section 303 of this title applies a basic compensation schedule, to be known as the "Federal Executive Salary Schedule", which shall be divided into five salary levels.

SEC. 303. (a) Level I of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$35,000:

- (1) Secretary of State.
- (2) Secretary of the Treasury.
- (3) Secretary of Defense.
- (4) Attorney General.
- (5) Postmaster General.
- (6) Secretary of the Interior.
- (7) Secretary of Agriculture.
- (8) Secretary of Commerce.
- (9) Secretary of Labor.
- (10) Secretary of Health, Education, and Welfare.

(b) Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000:

- (1) Deputy Secretary of Defense.
- (2) Under Secretary of State.
- (3) Administrator, Agency for International Development.
- (4) Administrator of the National Aeronautics and Space Administration.
- (5) Administrator of Veterans' Affairs.
- (6) Administrator of the Housing and Home Finance Agency.
- (7) Administrator of the Federal Aviation Agency.
- (8) Chairman, Atomic Energy Commission.
- (9) Chairman, Council of Economic Advisers.
- (10) Chairman, Board of Governors of the Federal Reserve System.
- (11) Director of the Bureau of the Budget.
- (12) Director of the Office of Science and Technology.
- (13) Director of the United States Arms Control and Disarmament Agency.
- (14) Director of the United States Information Agency.

(c) Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$28,500:

- (1) Deputy Secretary of Defense.
- (2) Solicitor General of the United States.
- (3) Deputy Postmaster General.
- (4) Under Secretary of Agriculture.
- (5) Under Secretary of Commerce.
- (6) Under Secretary of Commerce for Transportation.
- (7) Under Secretary of Health, Education, and Welfare.
- (8) Under Secretary of the Interior.
- (9) Under Secretary of Labor.
- (10) Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs.
- (11) Under Secretary of the Treasury.
- (12) Under Secretary of the Treasury for Monetary Affairs.
- (13) Administrator of General Services.
- (14) Administrator of the Small Business Administration.
- (15) Deputy Administrator of Veterans' Affairs.
- (16) Deputy Administrator, Agency for International Development.
- (17) Chairman, Civil Aeronautics Board.
- (18) Chairman of the United States Civil Service Commission.
- (19) Chairman, Federal Communications Commission.
- (20) Chairman, Board of Directors, Federal Deposit Insurance Corporation.
- (21) Chairman of the Federal Home Loan Bank Board.
- (22) Chairman, Federal Power Commission.



(23) Chairman, Federal Trade Commission.

(24) Chairman, Interstate Commerce Commission.

(25) Chairman, National Labor Relations Board.

(26) Chairman, Securities and Exchange Commission.

(27) Chairman, Board of Directors of the Tennessee Valley Authority.

(28) Comptroller of the Currency.

(29) Commissioner of Internal Revenue.

(30) Director of Defense Research and Engineering, Department of Defense.

(31) Deputy Administrator of the National Aeronautics and Space Administration.

(32) Deputy Director of the Bureau of the Budget.

(33) Deputy Director of Central Intelligence.

(34) Director of the Office of Emergency Planning.

(35) Director of the Peace Corps.

(36) Director of Selective Service, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in Level IV.

(37) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

(38) Director of the National Science Foundation.

(39) Deputy Administrator of the Housing and Home Finance Agency.

(40) President, Export-Import Bank of Washington.

(d) Level IV of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$27,000:

(1) Administrator, Bureau of Security and Consular Affairs, Department of State.

(2) Deputy Administrator of the Federal Aviation Agency.

(3) Deputy Administrator of General Services.

(4) Associate Administrator of the National Aeronautics and Space Administration.

(5) Assistant Administrators, Agency for International Development (6).

(6) Regional Assistant Administrators, Agency for International Development (4).

(7) Under Secretary of the Department of the Air Force.

(8) Under Secretary of the Department of the Army.

(9) Under Secretary of the Department of the Navy.

(10) Deputy Under Secretaries of State (2).

(11) Assistant Secretaries of Agriculture (3).

(12) Assistant Secretaries of Commerce (4).

(13) Assistant Secretaries of Defense (7).

(14) Assistant Secretaries of the Air Force (3).

(15) Assistant Secretaries of the Army (3).

(16) Assistant Secretaries of the Navy (3).

(17) Assistant Secretaries of Health, Education, and Welfare (2).

(18) Assistant Secretaries of the Interior (4).

(19) Assistant Attorneys General (9).

(20) Assistant Secretaries of Labor (4).

(21) Assistant Postmasters General (5).

(22) Assistant Secretaries of State (11).

(23) Assistant Secretaries of the Treasury (4).

(24) Chairman of the Federal Maritime Commission.

(25) Chairman of the National Mediation Board.

(26) Chairman of the Railroad Retirement Board.

(27) Chairman of the United States Tariff Commission.

(28) Commissioner, Community Facilities Administration.

(29) Commissioner, Federal Housing Administration.

(30) Commissioner, Public Housing Administration.

(31) Commissioner, Urban Renewal Administration.

(32) Director of Civil Defense.

(33) Director of the Federal Mediation and Conciliation Service.

(34) Deputy Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

(35) Deputy Director, Office of Emergency Planning.

(36) Deputy Director, Office of Science and Technology.

(37) Deputy Director of the Peace Corps.

(38) Deputy Director of the United States Arms Control and Disarmament Agency.

(39) Deputy Director of the United States Information Agency.

(40) Associate Director of the Federal Bureau of Investigation, Department of Justice.

(41) Assistant Directors of the Bureau of the Budget (3).

(42) General Counsel of the Department of Agriculture.

(43) General Counsel of the Department of Commerce.

(44) General Counsel of the Department of Defense.

(45) General Counsel of the Department of Health, Education, and Welfare.

(46) Solicitor of the Department of the Interior.

(47) Solicitor of the Department of Labor.

(48) General Counsel of the National Labor Relations Board.

(49) General Counsel of the Post Office Department.

(50) Counselor of the Department of State.

(51) Legal Adviser of the Department of State.

(52) General Counsel of the Department of the Treasury.

(53) First Vice President, Export-Import Bank of Washington.

(54) General Manager of the Atomic Energy Commission.

(55) Governor of the Farm Credit Administration.

(56) Inspector General, Foreign Assistance.

(57) Members, Atomic Energy Commission.

(58) Members, Civil Aeronautics Board.

(59) Members, Council of Economic Advisers.

(60) Members, Export-Import Bank of Washington.

(61) Members, Federal Communications Commission.

(62) Members, Board of Directors of the Federal Deposit Insurance Corporation.

(63) Members, Federal Home Loan Bank Board.

(64) Members, Federal Power Commission.

(65) Members, Board of Governors of the Federal Reserve System.

(66) Members, Federal Trade Commission.

(67) Members, Interstate Commerce Commission.

(68) Members, National Labor Relations Board.

(69) Members, Securities and Exchange Commission.

(70) Members, Board of Directors of the Tennessee Valley Authority.

(71) Members, United States Civil Service Commission.

(e) Level V of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$26,000:

(1) Administrator, Agricultural Marketing Service, Department of Agriculture.

(2) Administrator, Agricultural Research Service, Department of Agriculture.

(3) Administrator, Agricultural Stabilization and Conservation Service, Department of Agriculture.

(4) Administrator, Farmers Home Administration.

(5) Administrator, Foreign Agricultural Service, Department of Agriculture.

(6) Administrator, Rural Electrification Administration, Department of Agriculture.

(7) Administrator, Soil Conservation Service, Department of Agriculture.

(8) Administrator, Bonneville Power Administration, Department of the Interior.

(9) Administrator of the National Capital Transportation Agency.

(10) Administrator of the St. Lawrence Seaway Development Corporation.

(11) Deputy Administrators of the Small Business Administration (four).

(12) Associate Administrator for Administration, Federal Aviation Agency.

(13) Associate Administrator for Development, Federal Aviation Agency.

(14) Associate Administrator for Program, Federal Aviation Agency.

(15) Associate Administrator for Advanced Research and Technology, National Aeronautics and Space Administration.

(16) Associate Administrator for Space Science and Applications, National Aeronautics and Space Administration.

(17) Associate Administrator for Manned Space Flight, National Aeronautics and Space Administration.

(18) Associate Deputy Administrator, National Aeronautics and Space Administration.

(19) Deputy Associate Administrator, National Aeronautics and Space Administration.

(20) Associate Deputy Administrator of Veterans' Affairs.

(21) Archivist of the United States.

(22) Area Redevelopment Administrator, Department of Commerce.

(23) Assistant Secretary of Administration, Department of Agriculture.

(24) Assistant Secretary for Administration, Department of Health, Education, and Welfare.

(25) Assistant Secretary for Administration, Department of the Interior.

(26) Assistant Attorney General for Administration.

(27) Assistant Secretary for Administration, Department of Labor.

(28) Assistant Secretary for Administration, Department of the Treasury.

(29) Assistant General Manager, Atomic Energy Commission.

(30) Assistant and Scientific Adviser to the Secretary of the Interior.

(31) Chairman of the Foreign Claims Settlement Commission.

(32) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

(33) Chairman of the Renegotiation Board.

(34) Chairman of the Subversive Activities Control Board.

(35) Chief Counsel for the Internal Revenue Service, Department of the Treasury.

(36) Chief Forester, Forest Service, Department of Agriculture.

(37) Chief Postal Inspector, Post Office Department.

(38) Chief, Weather Bureau, Department of Commerce.

(39) Commissioner of Customs, Department of the Treasury.

(40) Commissioner, Federal Supply Service, General Services Administration.

(41) Commissioner of Education, Department of Health, Education, and Welfare.

(42) Commissioner of Fish and Wildlife, Department of the Interior.

(43) Commissioner of Food and Drugs, Department of Health, Education, and Welfare.

(44) Commissioner of Immigration and Naturalization, Department of Justice.



(45) Commissioner of Indian Affairs, Department of the Interior.  
 (46) Chief Commissioner, Indian Claims Commission.  
 (47) Associate Commissioners, Indian Claims Commission (2).  
 (48) Commissioner of Patents, Department of Commerce.  
 (49) Commissioner, Public Buildings Service, General Services Administration.  
 (50) Commissioner of Reclamation, Department of the Interior.  
 (51) Commissioner of Social Security, Department of Health, Education, and Welfare.  
 (52) Commissioner of Vocational Rehabilitation, Department of Health, Education, and Welfare.  
 (53) Commissioner of Welfare, Department of Health, Education, and Welfare.  
 (54) Director, Advanced Research Projects Agency, Department of Defense.  
 (55) Director of Agricultural Economics, Department of Agriculture.  
 (56) Director, Bureau of the Census, Department of Commerce.  
 (57) Director, Bureau of Mines, Department of the Interior.  
 (58) Director, Bureau of Prisons, Department of Justice.  
 (59) Director, Geological Survey, Department of the Interior.  
 (60) Director, Office of Research and Engineering, Post Office Department.  
 (61) Director, National Bureau of Standards, Department of Commerce.  
 (62) Director of Regulation, Atomic Energy Commission.  
 (63) Director of Science and Education, Department of Agriculture.  
 (64) Deputy Under Secretary for Monetary Affairs, Department of the Treasury.  
 (65) Deputy Commissioner of Internal Revenue, Department of the Treasury.  
 (66) Deputy Director, National Science Foundation.  
 (67) Deputy Director, Policy and Plans, United States Information Agency.  
 (68) Deputy General Counsel, Department of Defense.  
 (69) Deputy General Manager, Atomic Energy Commission.  
 (70) Associate Director, Federal Mediation and Conciliation Service.  
 (71) Associate Director for Volunteers, Peace Corps.  
 (72) Associate Director for Program Development and Operations, Peace Corps.  
 (73) Assistants to the Director of the Federal Bureau of Investigation, Department of Justice (2).  
 (74) Assistant Directors, Office of Emergency Planning (3).  
 (75) Assistant Directors, United States Arms Control and Disarmament Agency (4).  
 (76) Federal Highway Administrator, Department of Commerce.  
 (77) Fiscal Assistant Secretary of the Treasury.  
 (78) General Counsel of the Agency for International Development.  
 (79) General Counsel of the Department of the Air Force.  
 (80) General Counsel of the Department of the Army.  
 (81) General Counsel of the Atomic Energy Commission.  
 (82) General Counsel of the Federal Aviation Agency.  
 (83) General Counsel of the Housing and Home Finance Agency.  
 (84) General Counsel of the Department of the Navy.  
 (85) General Counsel of the United States Arms Control and Disarmament Agency.  
 (86) Governor of the Canal Zone.  
 (87) Manpower Administrator, Department of Labor.  
 (88) Maritime Administrator, Department of Commerce.  
 (89) Members, Foreign Claims Settlement Commission.

(90) Members, Maritime Commission.  
 (91) Members, National Mediation Board.  
 (92) Members, Railroad Retirement Board.  
 (93) Members, Renegotiation Board.  
 (94) Members, Subversive Activities Control Board.

(95) Members, United States Tariff Commission.  
 (96) President of the Federal National Mortgage Association.

(97) Special Assistant to the Secretary for Health and Medical Affairs, Department of Health, Education, and Welfare.

(f) In addition to the offices and positions listed in subsections (d) and (e) of this section, the President is authorized from time to time to place offices and positions held by not to exceed twenty persons in levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload in any Federal department or agency. Any such action with respect to an office to which appointment is made by the President by and with the advice and consent of the Senate shall be effective only at the time of a new appointment to such office. Each action taken under this subsection shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of the national security. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this title or by statute enacted subsequent to the date of enactment of this Act.

SEC. 304. (a) Section 104 of title 3, United States Code (relating to the compensation of the Vice President), is amended by striking out "\$35,000" and inserting in lieu thereof "\$43,000".

(b) Section 105 of title 3, United States Code, is amended to read as follows:

"§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President

"The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, of the Executive Secretary of the National Aeronautics and Space Council, and of eight other secretaries or immediate staff assistants in the White House Office at rates of basic compensation not to exceed that of level II of the Federal Executive Salary Schedule."

#### *Conforming changes in existing law*

SEC. 305. The following provisions of law are hereby repealed:

(1) The Federal Executive Pay Act of 1956, as amended (5 U.S.C. 2201-2209), establishing rates of basic compensation for heads of executive departments and other Federal officials.

(2) Section 3012(h) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Army.

(3) Section 3013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Army at \$20,000 a year.

(4) Section 5031(d) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Navy.

(5) Section 5033(c) of title 10, United States Code, providing the annual salary of \$20,000 a year for the Under Secretary of the Navy.

(6) Section 304 of Public Law 87-651, approved September 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note), providing compensation of \$20,000 a year for Assistant Secretaries of the Navy.

(7) Section 8012(g) of title 10, United States Code, providing compensation of

\$22,000 a year for the Secretary of the Air Force.

(8) Section 8013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Air Force at \$20,000 a year.

(9) Section 137(c) of title 10, United States Code, fixing the compensation of the General Counsel of the Department of Defense at the rate prescribed by law for assistant secretaries of executive departments.

(10) (A) The last sentence of section 22 a. of the Atomic Energy Act of 1954, as amended (68 Stat. 924; 71 Stat. 612; 42 U.S.C. 2032 (a)), relating to the annual salaries of the Chairman and members of such Commission, which reads: "Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum."

(B) That part of the first sentence of section 27 a. of the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C. 2037(a)), relating to the salary of the Chairman of the Military Liaison Committee which reads: ", and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense".

(11) That part of Reorganization Plan Numbered 1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C. 133z-15, note)—

(A) In section 2(b), relating to the annual salary of the Director of the Office of Emergency Planning, which reads: "and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments";

(B) In section 2(c), relating to the annual salary of the Deputy Director of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203);", and

(C) In section 2(d) relating to the annual salaries of three Assistant Directors of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments."

(12) (A) That part of the second sentence of section 202(a) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual salary of the Administrator of the National Aeronautics and Space Administration, which reads: ", and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of the first sentence of section 202(b) of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to the annual salary of the Deputy Administrator of such Administration, which reads: ", shall receive compensation at the rate of \$21,500 per annum."

(13) (A) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), relating to the annual salary of a civilian executive secretary in the National Aeronautics and Space Council, which reads: "and shall receive compensation at the rate of \$20,000 a year".

(B) That part of section 204 of such Act (72 Stat. 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to the annual salary of the Chairman of the Civilian-Military Liaison Committee, as follows:

In subsection (a)(1), that part which reads: ", and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum".

In the second sentence of subsection (d), that part which reads: "fixed by subsection (a)(1)".

(14) (A) That part of the second sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rank and salary of the Counselor and of the Legal Adviser of the Depart-



ment of State, which reads: "and shall receive the same salary as".

(B) The last sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rate of basic compensation of the Deputy Under Secretaries of State, which reads: "Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State."

(C) That part of the second sentence of section 2(b) of the Act of May 26, 1949, as amended (73 Stat. 265; 5 U.S.C. 151b(b)), relating to the annual salary of the Under Secretary of State for Political Affairs or for Economic Affairs, as designated by the President, which reads: "shall receive compensation at the rate of \$22,000 a year and".

(15) The last sentence of section 210(a) of title 38, United States Code, relating to the annual salary of the Administrator of Veterans' Affairs, Veterans' Administration, which reads: "He shall receive a salary of \$21,000 a year, payable monthly."

(16)(A) The last sentence of section 201(a)(2) of the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C. 1321(a)(2)), relating to the annual salaries of the Chairman and members of the Civil Aeronautics Board, which reads: "Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as Chairman shall receive a salary at the rate of \$20,500 per annum."

(B) That part of the second sentence of section 301(a) of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating to the annual salary of the Administrator of the Federal Aviation Agency, which reads: ", and who shall receive compensation at the rate of \$22,500 per annum".

(C) That part of the second sentence of section 302(a) of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: "shall receive compensation at the rate of \$20,500 per annum, and".

(17)(A) The last sentence of section 22 of the Arms Control and Disarmament Act (75 Stat. 632; 22 U.S.C. 2562), relating to the annual salary of the Director of the United States Arms Control and Disarmament Agency, which reads: "He shall receive compensation at the rate of \$22,500 per annum."

(B) The second sentence of section 23 of such Act (75 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of the Deputy Director of such Agency, which reads: "He shall receive compensation at the rate of \$21,500 per annum."

(C) The second sentence of section 24 of such Act (75 Stat. 632; 22 U.S.C. 2564), relating to the annual salaries of the four Assistant Directors of such Agency, which reads: "They shall receive compensation at the rate of \$20,000 per annum."

(18) Section 3 of the Act of March 2, 1955 (69 Stat. 10; 5 U.S.C. 294, 293, 295a), relating to the annual salaries of certain officials of the Department of Justice, which reads:

"Sec. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

"(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.

"(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum."

(19)(A) The last sentence of section 102(c) of Reorganization Plan Numbered 7 of 1961 (75 Stat. 840; 5 U.S.C. 133z-15, note), relating to the annual salaries of the Chairman and members of the Federal Maritime Commission, which reads: "The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the

other Commissioners shall receive a salary at the rate of \$20,000 per annum."

(B) That part of section 201 of such reorganization plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to the annual salary of the Maritime Administrator in the Department of Commerce, which reads: "shall receive a salary at the rate of \$20,000 per annum."

(20) That part of the fourth sentence of section 4(a) of the Securities Exchange Act of 1934, as amended (74 Stat. 408 and 913; 15 U.S.C. 78d(a)); relating to the annual salaries of the Chairman and Commissioners of the Securities and Exchange Commission, which reads: "shall receive a salary at the rate of \$20,000 a year, except that the Chairman shall receive additional salary at the rate of \$500 a year and".

(21) Section 8 of the Food Additives Amendments of 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the annual salary of the Commissioner of Food and Drugs at \$20,000 per annum.

(22) That part of the first sentence of section 3 of the Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502), relating to the annual salary of the Area Redevelopment Administrator in the Department of Commerce, which reads: "who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce".

(23) The last sentence of section 203(b)(1) of the National Security Act of 1947 (72 Stat. 520; 5 U.S.C. 171c(b)(1)), relating to the annual salary of the Director of Defense Research and Engineering in the Department of Defense, which reads: "The compensation of the Director is that prescribed by law for the Secretaries of the military departments."

(24) In section 303(a) of title 23, United States Code,

(A) That part of the second sentence, relating to the annual salary of the Federal Highway Administrator in the Department of Commerce, which reads: "shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and"; and

(B) The last sentence, relating to the annual salary of the Deputy Federal Highway Administrator in such department, which reads: "The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator."

(25) The last proviso in the paragraph under the heading "IMMIGRATION AND NATURALIZATION SERVICE" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1959 (72 Stat. 251; 5 U.S.C. 2206, note), relating to the annual salary of the Commissioner of the Immigration and Naturalization Service, which reads: "Provided further, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum."

(26) The second paragraph of section 8 of title 35, United States Code, relating to the annual salary of the Commissioner of Patents which reads: "The annual rate of compensation of the Commissioner shall be \$20,000."

(27) That part of section 4(a) of the Peace Corps Act (75 Stat. 612; 22 U.S.C. 2503(a)), relating to the annual salaries of the Director and of the Deputy Director of the Peace Corps, which reads: ", whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum," and ", whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum".

(28)(A) Section 308 of title 39, United States Code, fixing the annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department at \$19,000.

(B) That part of the table of contents of chapter 3 of title 39, United States Code,

which reads as follows: "308. Chief Postal Inspector."

(29) That part of the first sentence of section 4 of the International Travel Act of 1961 (75 Stat. 130; 22 U.S.C. 2124), relating to the annual salary of the Director of the United States Travel Service in the Department of Commerce, which reads: "who shall be compensated at the rate of \$19,000 per annum."

(30) Section 14(b) of the Federal Employees Health Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)), which fixes the compensation of the Executive Director of the United States Civil Service Commission at \$19,000 per annum.

(31) That part of the first sentence of section 107(c) of the Renegotiation Act of 1961, as amended (73 Stat. 211; 50 U.S.C. App. 1217(c)), relating to the annual salary of the General Counsel of the Renegotiation Board which reads: ", and shall receive compensation at the rate of \$19,000 per annum".

(32)(A) That part of the third sentence in section 201(a) of the National Capital Transportation Act of 1960 (74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual salary of the Administrator of the National Capital Transportation Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum".

(B) That part of the first sentence of section 201(b) of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended".

(33) The last sentence of section 624(d)(1) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(d)(1)), as amended, fixing the compensation of certain officials in the Department of State, which reads: "The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually."

(34) That part of section 202 of the Act of July 1, 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual salary of the Administrative Assistant Secretary of Health, Education, and Welfare, which reads: ", and whose annual rate of basic compensation shall be \$19,000".

(35) That part of the Public Works Appropriation Act, 1963, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BUREAU OF RECLAMATION" and the subheading "ADMINISTRATIVE PROVISIONS" (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual salary of the present incumbent of the position of Commissioner of the Bureau of Reclamation, which reads:

"After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent."

(36) That part of the Public Works Appropriation Act, 1962, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BONNEVILLE POWER ADMINISTRATION" and the subheading "CONSTRUCTION" (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual salary of the present incumbent of the position of Administrator, Bonneville Power Administration, which reads:

"After October 1, 1961, the position of Administrator, Bonneville Power Administration, shall have the same annual rate of compensation as that provided for positions



listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent."

(37) Section 205 of the Public Works Appropriation Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note), as amended, relating to the salary of the present incumbent of the position of Administrator of the Southwestern Power Administration in the Department of the Interior, and to the salary of the Administrative Assistant Secretary of such Department, which reads:

"Sec. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior."

(38) The proviso in the first paragraph under the heading "FEDERAL BUREAU OF INVESTIGATION" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1964 (77 Stat. 782; Public Law 88-245), relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation, which reads: "Provided, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent" and provisions to the same effect contained in other appropriation Acts enacted prior to the effective date of this section relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation.

(39) That part of section 7801(b) (2) of the Internal Revenue Code of 1954, as amended, relating to the annual salary of the Assistant General Counsel of the Treasury Department who shall be the Chief Counsel for the Internal Revenue Service, which reads: "and shall receive basic compensation at the annual rate of \$19,000".

(40) (A) Sections 8018, 5014, and 8018 of title 10, United States Code, relating to the compensation of the general counsels of the military departments.

(B) The respective tables of contents of chapters 303, 503, and 803 of title 10, United States Code, are amended by striking out

"3018. Compensation of General Counsel."; "5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel."

(41) (A) That part of section 2(a) of Reorganization Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 1332-15, note), relating to the compensation of the Director of the Office of Science and Technology, which reads: "and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of section 2(b) of such reorganization plan (76 Stat. 1253; 5 U.S.C. 1332-15, note), relating to the compensation of the Deputy Director of the Office of Science and Technology, which reads: "and receive compensation at the rate of \$20,500 per annum".

(C) That part of section 22(a) of such reorganization plan (76 Stat. 1255; 5 U.S.C. 1332-15, note), relating to the compensation of the Director of the National Science Foundation, which reads: "shall receive compensation at the rate of \$21,000 per annum and".

(42) That part of section 624(a) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)), relating to the compensation of twelve officers in the agency primarily responsible for administering part I of such Act, which reads: "of whom—

"(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an Executive Department;

"(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an executive department; and

"(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an executive department."

(43) That part of the first sentence of section 104(b) of the Immigration and Nationality Act (66 Stat. 174; 8 U.S.C. 1104(b)), relating to the rank and compensation of the Administrator, Bureau of Security and Consular Affairs, which reads: "and compensation".

Sec. 306. (a) (1) Section 508 of title 28, United States Code, is amended to read as follows:

"§ 508. Salaries

"Subject to subsection (f) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended."

(2) Subject to section 303(f) of this Act, each incumbent United States attorney and assistant United States attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and professional qualifications, as determined by the Attorney General, whose compensation is prescribed in the General Schedule of the Classification Act of 1949, as amended.

(b) Section 411 of the Foreign Service Act of 1946, as amended (70 Stat. 704; 22 U.S.C. 866), relating to the per annum salaries of chiefs of mission, is amended by striking out the second sentence of that section and inserting in lieu thereof the following: "The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V."

(c) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), fixing a limit of \$19,000 on the compensation of seven persons in the National Aeronautics and Space Council, is amended by striking out "compensated at the rate of not more than \$19,000 a year," and inserting in lieu thereof "compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended."

(d) Clause (A) of section 203(b) (2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473(b) (2)), as amended, is amended to read as follows: "(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and"

(e) Section 6(f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out "at a rate in excess of \$20,000 per annum" and by inserting in lieu thereof "at a rate in excess of the highest rate of grade 18 of the General Sched-

ule of the Classification Act of 1949, as amended".

(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the annual salary of the General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the Commission" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum";

(2) In the last sentence of section 24 b. (71 Stat. 612; 42 U.S.C. 2034(b)), relating to the annual salary of the Deputy General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum";

(3) In the last sentence of section 24 c. (71 Stat. 612; 42 U.S.C. 2034(c)), relating to the annual salaries of the Assistant General Managers (or their equivalents) of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum";

(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a)), relating to the annual salaries of directors of program divisions of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum";

(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual salaries of certain executive management positions in such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum"; and

(8) In the second sentence of section 28 (68 Stat. 926; 42 U.S.C. 2038), relating to the compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in such Commission, by striking out that part which reads "and the compensation prescribed in section 25" and inserting in lieu thereof, "and the compensation established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964".

(g) Section 2 of the Act of July 30, 1946, as amended (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to the compensation of the United States representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization, is amended by striking out "Such representatives and alternates shall each be entitled to receive com-



pensation at such rates, not to exceed \$15,000 per annum, as the President may determine," and inserting in lieu thereof "Such representatives and alternates shall each be entitled to receive compensation at such rates provided for Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended, as the President may determine."

(h) The third sentence of section 2 of the Act of May 29, 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read as follows: "Except as provided in subsection (f) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule."

(i) (1) Sections 2 and 3 of the Act of July 25, 1958 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), relating to the compensation of the Commissioners of the District of Columbia, are amended to read as follows:

"Sec. 2. Except as otherwise provided by this section and section 3 of this Act—

"(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$25,500 each per annum; and

"(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will

"Class 10. \_\_\_\_\_  
Fire Chief.  
Chief of Police."

is amended to read as follows:

"Class 10. \_\_\_\_\_  
Fire Chief.  
Chief of Police."

(j) (1) The catchline of section 3012 of title 10, United States Code, is amended by striking out "; compensation".

(2) The table of contents of chapter 303 of such title 10 is amended by striking out "3012. Secretary of the Army: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

(3) The catchline of section 5031 of such title 10 is amended by striking out "; compensation".

(4) The table of contents of chapter 505 of such title 10 is amended by striking out "5031. Secretary of the Navy: responsibilities; compensation."

and inserting in lieu thereof

"5031. Secretary of the Navy: responsibilities."

(5) The catchline of section 5033 of such title 10 is amended by striking out "; compensation".

(6) The table of contents of chapter 505 of such title 10 is amended by striking out "5033. Under Secretary of the Navy: appointment; duties; compensation."

and inserting in lieu thereof

"5033. Under Secretary of the Navy: appointment; duties."

(7) The catchline of section 8012 of such title 10 is amended by striking out "; compensation".

(8) The table of contents of chapter 803 of such title 10 is amended by striking out "8012. Secretary of the Air Force: powers duties; delegation by; compensation."

and inserting in lieu thereof

"8012. Secretary of the Air Force: powers and duties; delegation by."

equal the compensation authorized by paragraph (1) of this section.

"Sec. 3. Notwithstanding any other provision of law—

"(1) the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$26,000 per annum; and

"(2) if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section."

(2) Section 11-702(d) of the District of Columbia Code (77 Stat. 484; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of Appeals, is amended—

(A) by striking out "\$19,000" and inserting in lieu thereof "\$25,000"; and

(B) by striking out "\$18,500" and inserting in lieu thereof "\$24,500".

(3) Section 11-902(d) of the District of Columbia Code (77 Stat. 487; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of General Sessions, is amended—

(A) by striking out "\$18,000" and inserting in lieu thereof "\$24,000"; and

|        |        |        |        |        |        |
|--------|--------|--------|--------|--------|--------|
| 17,000 | 17,400 | 17,800 | 18,200 | 18,600 | 19,000 |
|--------|--------|--------|--------|--------|--------|

#### Changes in position titles

SEC. 307. Whenever reference is made in any law or reorganization plan to the—

Administrative Assistant Attorney General,

Administrative Assistant Secretary of the Interior,

Administrative Assistant Secretary of Agriculture,

Administrative Assistant Secretary of Labor,

Administrative Assistant Secretary of the Treasury,

or

Administrative Assistant Secretary of Health, Education, and Welfare,

such reference shall be held and considered to mean the—

Assistant Attorney General for Administration,

Assistant Secretary of the Interior for Administration,

Assistant Secretary of Agriculture for Administration,

Assistant Secretary of Labor for Administration,

Assistant Secretary of the Treasury for Administration, or

Assistant Secretary of Health, Education, and Welfare for Administration,

respectively.

Limitation on salaries fixed by administrative action

SEC. 308. Except as provided by this Act and notwithstanding the provisions of any other law, the head of any executive department, independent establishment, or agency in the executive branch who is authorized to fix by administrative action the annual rate of basic compensation for any position, officer, or employee shall not fix such rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended. Nothing contained in this section shall be construed to impair the authorities provided in the Central Intelli-

(B) by striking out "\$17,500" and inserting in lieu thereof "\$23,500".

(4) The first sentence of the second paragraph of section 2 of the District of Columbia Revenue Act of 1937, as amended (D.C. Code, sec. 47-2402), relating to the compensation of the person appointed to the District of Columbia Tax Court, is amended by striking out "\$17,500" and inserting in lieu thereof "\$23,500".

(5) That part of the salary schedule in section 1 of the District of Columbia Teachers' Salary Act of 1955, as amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relating to the compensation of the Superintendent of Schools, and Deputy Superintendent of Schools, of the District of Columbia, which reads:

"Class 1: Superintendent of Schools..... \$19,000  
Class 2: Deputy Superintendent... 16,500"

is amended to read as follows:

"Class 1: Superintendent of Schools..... \$25,000  
Class 2: Deputy Superintendent... 21,000"

(6) That part of the salary schedule in section 101 of the District of Columbia Police and Firemen's Salary Act of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq., D.C. Code, 1961 edition), relating to the compensation of the Fire Chief and the Chief of Police, which reads:

|        |        |        |        |        |        |
|--------|--------|--------|--------|--------|--------|
| 17,000 | 17,400 | 17,800 | 18,200 | 18,600 | 19,000 |
|--------|--------|--------|--------|--------|--------|

gence Agency Act of 1949, as amended (50 U.S.C. 403a and following), in section 3 of the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), in section 11 of the Federal Reserve Act (12 U.S.C. 248), or in section 5240 of the Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

Positions placed under Classification Act of 1949

SEC. 309. Each office or position in the executive branch specifically referred to in, or covered by, any conforming change in law made by section 305 of this Act, or any other office or position in the executive branch for which the annual salary is established pursuant to special provision of law enacted prior to July 1, 1964, at a figure of \$18,500 or above, which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303 of this Act, shall receive pay equivalent to a grade and step of the General Schedule of the Classification Act of 1949, as amended. All actions taken under this section shall be reported to the United States Civil Service Commission and published in the Federal Register, except when it is determined by the President that such report and publication would be contrary to the interest of national security.

#### Saving provisions

SEC. 310. (a) Except as provided by this Act, the changes in existing law made by this Act shall not affect any office or position existing immediately prior to the effective date of any such changes in existing law, the compensation attached to such office or position, and any incumbent thereof, his appointment thereto, and his entitlement to receive the compensation attached thereto, until appropriate action is taken in accordance with this Act or other law.

(b) Notwithstanding any provision of this Act, the rate of basic, gross, or total annual compensation received by any officer or em-



ployee immediately prior to the effective date of this section shall not be reduced by reason of enactment of this Act.

#### TITLE IV—FEDERAL JUDICIAL SALARIES

SEC. 401. This title may be cited as the "Federal Judicial Salary Act of 1964".

SEC. 402. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 672 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(d) Section 40a of the Bankruptcy Act (11 U.S.C. 68(a)), as amended, relating to the compensation of full-time and part-time referees in bankruptcy, is amended by striking out the existing compensation limitations contained therein and inserting new limitations of "\$22,500" and "\$11,000", respectively.

SEC. 403. (a) Section 5 of title 28, United States Code, relating to the salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court of the United States, is amended by striking out "\$35,500" and substituting therefor "\$43,000", and by striking out "\$35,000" and substituting therefor "\$42,500".

(b) Section 44(d) of title 28, United States Code, relating to circuit judges, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(c) Section 135 of title 28, United States Code, relating to district judges, is amended by striking out "\$22,500" and substituting therefor "\$30,000", and by striking out "\$23,000" and substituting therefor "\$30,500".

(d) Section 173 of title 28, United States Code relating to judges of the Court of Claims, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(e) Section 213 of title 28, United States Code, relating to judges of the Court of Customs and Patent Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(f) Section 252 of title 28, United States Code, relating to judges of the Customs Court, is amended by striking out "\$22,500" and substituting therefor "\$30,000".

(g) The first paragraph of section 603 of title 28, United States Code, relating to the compensation of the Director and the Deputy Director of the Administrative Office of the United States Courts, is amended to read as follows:

"The Director shall receive a salary of \$27,000 a year. The Deputy Director shall receive a salary of \$26,000 a year."

(h) Subsection (b) of section 792 of title 28, United States Code, relating to the compensation of commissioners of the Court of Claims, is amended to read as follows:

"(b) Each commissioner shall receive basic compensation at the rate of \$26,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in the Travel Expense Act of 1949, as amended, while traveling on official business and away from Washington, District of Columbia."

(i) Section 7443(c) of the Internal Revenue Code of 1954 (68A Stat. 879), as amended, relating to judges of the Tax Court of the United States, is further amended by striking out "\$22,500" and substituting therefor "\$30,000".

(j) Section 867(a)(1) of title 10, United States Code, relating to judges of the Court of Military Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

#### TITLE V—EFFECTIVE DATES

SEC. 501. (a) Except to the extent provided in subsections (b) and (c) of this section, this Act and the increases in compensation made by this Act shall become effective on July 1, 1964.

(b) Section 204 of this Act, relating to increases in compensation for Members of Congress, shall become effective at noon on January 3, 1965.

(c) Notwithstanding any other provision of this Act (but except as otherwise provided in subsection (b) of this section)—

(1) no rate of compensation which is equal to or in excess of \$22,000 per annum shall be increased in any amount, by reason of section 202 of this Act, until the first day of the first pay period which begins on or after January 1, 1965; and

(2) no rate of compensation which is less than \$22,000 per annum shall be increased to an amount per annum in excess of \$22,000, by reason of section 202 or 203(g) of this Act, until the first day of the first pay period which begins on or after January 1, 1965.

The PRESIDING OFFICER. Under the precedents of the Senate, the committee substitute for this bill is considered as original text for the purpose of amendment, and is therefore subject to amendment in two degrees. Amendments to the House text or any amendment thereto has precedence over the committee substitute or any amendment to it.

The vote on the substitute, whether amended or not, will not come until after all perfecting amendments, either to the original bill or the substitute itself have been disposed of.

The committee amendment, when agreed to, is not subject to further amendment.

#### OIL IMPORT PROGRAM

Mr. MCGEE. Mr. President, I ask unanimous consent that the rule of germaneness be waived for the duration of my comments.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. MCGEE. Mr. President, last Thursday afternoon, nearly a week ago,

the Secretary of the Interior announced the Government's decision on the level of oil imports under the mandatory oil import program for the last half of 1964.

This decision came after strong appeals from dozens of U.S. Senators and Members of the House of Representatives, 20 Governors, and strong grassroots support for a substantial reduction in the level of crude oil imports.

What was the decision?

Instead of a substantial reduction, the program announced increased oil imports into the United States for the last half of 1964 by more than 100,000 barrels per day over the same period of last year. This was done in spite of the Department's conclusion in its Thursday announcement that:

The Department also announced the preliminary results of a review of the basic economic position confronting the domestic producing industry. The tentative conclusions from the study indicate that there has been a gradual erosion in the crude price structure throughout the United States, and that despite moderate increases in crude production, domestic producers are being confronted with increasing difficulties.

Mr. President, I find this action incomprehensible in light of the seriously depressed conditions now prevailing in this vital domestic industry.

Why did 16 Senators, including myself, and my colleague from Wyoming [Mr. SIMPSON] join in a strong bipartisan appeal to the President for a substantial reduction in oil imports?

Why did dozens of other Senators and Members of the House address individual appeals to the President, the Secretary of the Interior, and the Secretary of Defense, imploring them to greatly reduce the levels of oil imports into this country?

Why did 20 State Governors send a telegram to President Johnson declaring:

Governors of several oil States request your assistance in the establishment of oil import quotas which comply with the congressional mandate aimed at insuring continued domestic exploration and the development of domestic supplies adequate to meet the needs of our national security.

Why did the Independent Petroleum Association of America, representing 10,000 oil and gas producers, joined by more than 30 State and local associations, petition the President and the Secretary of the Interior for prompt relief from this evergrowing tide of foreign oil?

Mr. President, I will tell you why.

This Nation is facing a steady deterioration of one of the basic industries—an industry which in my mind is the most important national security tool this Nation has.

It is even more important, relatively speaking, to my own State of Wyoming, where it constitutes by far the largest segment of our State's economy. Wyoming ranks fifth among the oil-producing States.

We are witnessing the continual decline of an industry which in the past has been called upon to produce the petroleum so vital to successfully prosecute wars, stand off and deter war threats, help other friendly nations in



for suggesting that there is some kind of special virtue about war, that man derives vigor from participation in war, whereas peace has a tendency to corrupt us with ease and somehow destroy the real muscle of a man; and that the only way we can really be men who can walk upright is to participate in combat with our fellow men.

Mr. President, I ask unanimous consent to have this editorial printed in the RECORD at this time, because I believe the editor does an excellent job of laying that silly case to rest, reminding us again of the importance of what William James called, a good many years ago, the moral equivalent to war. I believe that we are still engaged in a search for the moral equivalent of war and that is, really, in my judgment, the hope and promise of most of the people who make up the Council for a Livable World.

There being no objection, the editorial was ordered to be printed in the RECORD, as follows:

#### WAR HAS NO VIRTUES

(By Dwight Wm. Jensen)

There is a man of limited prudence and judgment named Holmes Alexander who writes columns that are printed by the Idaho Daily Statesman.

A few weeks ago he did a piece on the virtues of war. He quotes a one-legged Medal of Honor winner who was headmaster when he went to school and who said war improves the breed. Any war which Holmes Alexander survives cannot be said to have improved the breed.

Alexander refers to "billous propaganda about the idiocies of war and the cloying virtues of everlasting peace." He speaks of "the brine and bilge of contemporary peacemongering."

He sneers at writers who write about ways to end all war, and he says it is "the nature of man" to make war, and that "it is not to be altered by any power less than our Maker."

A better mind than Holmes Alexander's—and the 1960 census revealed that in Idaho alone there are nearly 700,000 better minds than Holmes Alexander's—Winston Churchill, who has some experience with war, said, "War is little more than a catalog of mistakes and misfortunes."

So war can be eliminated only by our Maker? You recall the cliché "God helps those who help themselves." We remember also the late President Kennedy's words that, "On earth, God's work is ours."

But Holmes Alexander would probably not care to quote Kennedy. The column we question appeared in the Statesman the day after that man's assassination and was a mocking sort of reflection upon Kennedy's search for peace.

Alexander is one of those great patriots who does such things as criticize the Supreme Court for its decision about Bible reading in the public schools. If he had read the Bible, in the public schools or elsewhere, he would have come across some words by the Son of our Maker:

"Blessed are the peacemakers."

Mr. CHURCH. I commend the Senator for the stand he has taken. I know him to be a man of great and good conscience—and of courage.

I close by restating I do not believe that the United States—which budgets 80 percent of its national revenue to programs related to warfare, past, present, or future, which spends more than half its annual operating budget to maintain

its Armed Forces, where a vast corporate complex has a vested interest in armaments, where hundreds of societies and veterans' groups constantly side with the military viewpoint—is a country which has much to fear from a small association of scientists, college professors, professional people, and ordinary parents who are alarmed about the fact that we have raised a stockpile of weapons of such nightmarish power, that, if ever detonated, would be the equivalent of exploding a 20-ton bomb against the head of every inhabitant on this planet.

These citizens, the target of attack this afternoon, are merely trying to do what they can to effect a disarmament program, with enforcement controls and mutual inspection procedures, which might, one day, make it possible for the human race to live free from fright, beyond the shadow of a reckoning coming swift and final in the night.

I cannot believe that theirs is a pernicious influence, set upon the destruction of the United States of America. I do not, of course, stand on the floor of the Senate this afternoon to underwrite everything that any of these advocates may have said or may propose, because I reserve the right to make my own judgment.

Mr. McGOVERN. I reserve the same right, also.

Mr. CHURCH. I know the Senator from South Dakota does. I believe that the position he takes is a sound and sensible position. I commend him for it. Once again he renders his country a fine service, as he always has before, from the moment he first became a Senator of the United States.

Mr. McGOVERN. I thank the Senator from Idaho for his invaluable contribution.

Mr. CLARK. Mr. President, will the Senator from South Dakota yield?

Mr. McGOVERN. I am glad to yield to the Senator from Pennsylvania.

Mr. CLARK. I thank the Senator from South Dakota for yielding to me.

First, I should like to commend him, as well as my dear friend the Senator from Idaho for the fine comments they have made in rebuttal to the quite extraordinary statements made by a number of Senators earlier this afternoon.

I endorse everything that the Senator from South Dakota and the Senator from Idaho have said. I wish I could have said it as eloquently and as convincingly.

I should like to pay my respects, briefly, to Mr. Holmes Alexander, who I note has been in the gallery while this series of speeches has been made.

I know him of old. His writings are syndicated, for reasons which have always escaped me, in one of our great metropolitan Pennsylvania newspapers.

I shall not deal in innuendo. I should like, rather, to deal in provable facts. As the Senator from South Dakota amply demonstrated from the record a few moments ago, Mr. Alexander is and has been for years a right-wing radical whose political philosophy, if adopted, would clearly take us back to the jungle and

remove many, if not all, of the benefits of civilization.

Those are rather strong words, said in part, perhaps, in lighter vein. But, nonetheless, I firmly believe that Mr. Alexander has for years represented a philosophy on education exemplified by the one room, little red schoolhouse which has a rather supreme contempt for intellectualism and for eggheads, which would like to revert, in short, to the happy days of the early 19th century, turning its back on everything that has happened in the world since that date.

I am amazed that any Senator would take seriously these ridiculous and downright silly charges of Mr. Alexander against the Council for a Livable World.

I am proud to have received in the campaign of 1962, when I ran for reelection, rather significant contributions from members of the Council for a Livable World, who were encouraged to make contributions in my behalf by Mr. Leo Szilard, now unhappily dead, but one of the great scientists of the modern world and one of the inventors—as the Senator from South Dakota has said—of the atomic bomb, a man who devoted the declining years of his life, after he knew that he had incurable cancer, to the cause of peace and to the cause of a livable world.

I often wonder why Mr. Alexander, who follows that rightwing line of his, does not attack the real advocates in this country of general and complete disarmament under enforceable world law.

Why does he not attack Christian Herter, who was Secretary of State, and the first American of prominent office to advocate general and complete disarmament under enforceable world law?

Why does he not attack our late beloved President John F. Kennedy, who in three magnificent speeches, two of them in the United Nations, and the third at American University in the District of Columbia, laid it on the line that the foreign policy of our country was to advance the same cause which the Council for a Livable World has been advancing, and for advancing which it has come under attack by Mr. Alexander and his rightwing cohorts.

Why does he not attack John McCloy? Why does he not attack Arthur Dean? Why does he not attack William Foster?

Indeed, why does he not attack President Lyndon Baines Johnson, who advocates the same principles of foreign policy and disarmament which the Council for a Livable World is proud to espouse, to recommend, and to support?

What disturbs me is the attitude in the Senate toward the cause of peace, a just and enduring peace, negotiated from strength. For I believe, to borrow the words of the late President Kennedy, "that we should never negotiate out of fear, but we should never fear to negotiate."

We saw some rather ugly things in the Senate during the debate on the test ban treaty last year. The belligerence in the Senate which was referred to by the Senator from Idaho, is the same spirit of belligerence which was attacked by President Dwight D. Eisenhower in the



last public address he made while still President of the United States. I do not like to see that spirit of belligerence in the Senate. I do not like to see that archaic and obsolete attitude toward the problems of the modern world. I would hope, perhaps, that some mild change in that climate might be created by the action of the Senator from South Dakota and the Senator from Idaho, who have shown the courage to rise on the floor of the Senate and state their own supreme convictions and their strong support of the policies of three Presidents of the United States—Eisenhower, Kennedy, Johnson—in support of a just and a livable world.

I thank my friend from South Dakota for yielding to me.

Mr. McGOVERN. Mr. President, I thank the Senator from Pennsylvania and the Senator from Idaho for their moving, eloquent, and informed statements here today. I was assured of my position before I took the floor this afternoon. But I am more assured of it after listening to the persuasive eloquence of those two Senators who have done so much in the cause of peace.

Mr. MANSFIELD. Mr. President, I did not hear all of the discussion on the Republican side this afternoon, as I was in and out of the Chamber. But I did hear the names of certain Members on this side mentioned. I am afraid that the implications were such as to make it difficult for them in their personal and political careers.

I am quite sure that was not the intent. I wish to say publicly, as majority leader of the Senate, that insofar as I am concerned, I have no doubt about the patriotism, integrity, and the devotion of men like the Senator from South Dakota [Mr. McGOVERN], the Senator from Idaho [Mr. CHURCH], and others. They have performed capably, well, and in the highest traditions of this body since they first became Members of the Senate. So as far as being for unilateral disarmament is concerned, as one Senator seemed to indicate, I do not know of a Senator on either side who is in favor of unilateral disarmament.

The Senator from South Dakota has a distinguished war record as a bomber pilot in World War II. He is the holder of the Distinguished Flying Cross.

The distinguished Senator from Idaho [Mr. CHURCH] served with distinction in the China-Burma-India area. I do not know of a Democratic or Republican Senator whose integrity, patriotism, or devotion to his country should be impugned in any way, even by implication.

Mr. President, I suggest the absence of a quorum.

The legislative clerk proceeded to call the roll.

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### ORDER OF BUSINESS

Mr. MANSFIELD. Mr. President, if the Senator from South Carolina is willing, I would ask the Chair to make sure

that the Chamber is kept fairly clear during this debate. The Senate will be in session until a relatively late hour this evening because of circumstances which are apparent to all.

I thank the Senator from South Carolina for yielding.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. JOHNSTON. Mr. President, as chairman of the Senate Post Office and Civil Service Committee, I am proud to report to the Senate the committee's unanimous approval of H.R. 11049, with amendment, the Federal Employees Salary Act of 1964.

This legislation is a broad and all-inclusive pay adjustment measure which, in my view, will rank among the most important actions of the Congress in recent years to strengthen the Federal Government and increase its efficiency.

I particularly emphasize that the committee's report is a unanimous report. Members of the Post Office and Civil Service Committee on both sides of the aisle, working harmoniously and with nonpartisan objectives, have together studied and discussed H.R. 11049 title by title, section by section, and, in some cases, line by line. The work of the members of the committee has been diligent, conscientious, and devoted. They have responded to word from the President of the United States that this measure is one of the most important in his legislative program for the 88th Congress, and their response, consisting of hard work in long daily meetings, has been made at a particular time in the history of the Senate when many other important demands were being made upon their time and energies. I congratulate the committee on the spirit in which the members have undertaken to improve H.R. 11049 as passed by the House of Representatives, and as chairman I thank them each individually for their intelligent and effective cooperation with the President and with me.

This bill, as reported, is directed toward accomplishing four purposes which will remedy a number of inequities and will establish pay relationships resulting in greater efficiency in the Federal civilian service and increased economy throughout all Government operations. The purposes of H.R. 11049 are:

First. To reaffirm the commitment of the Congress to the policy of adjusting the civilian career salary systems in accordance with the principle of comparability. This policy, one of the most reasonable and far-reaching determinations ever made by the Congress in the field of Federal pay, was declared in the Federal Salary Reform Act of 1962, which clearly states the sense of the Congress that—

Federal salary rates shall be comparable with private enterprise salary rates for the same levels of work.

Second. To establish a new, consistent, and rational salary structure for posi-

tions of the highest level in the Federal Government.

Third. To provide for the first time a logical relationship between career salaries under the civilian statutory pay systems and the salaries of top positions in the legislative, executive, and judicial branches.

Fourth. To adopt a salary structure which will respond to the present-day needs of the Federal Government, to the end that recruitment and retention of personnel of the very highest level—from the bottom to the top—can be accomplished.

Perhaps the most widely discussed section of H.R. 11049 is its provision for an increase in the annual salaries of the Members of the Congress from \$22,500 to \$30,000 a year. Increases in congressional pay constitute a touchy and controversial problem always. Ignoring this problem will not make it go away.

The committee, recognizing the constitutional injunction that the Senate and House must establish the rate of pay for its own Members, has tried to abide by its responsibility. It is our judgment that the compensation of Senator and Congressmen ought to be increased by \$7,500 per annum. No one who serves in the Congress can be unaware that our duties and responsibilities have increased substantially since 1955, when congressional pay was raised from \$15,000 a year. We are all thoroughly familiar with the costs incurred in maintaining two homes and with the necessity for frequent trips to our home States, where we can listen to the views of those who sent us here. We all know that the days of midsummer adjournment are probably gone forever, and that ours has become more than a full-time job. In my opinion, these facts of life must be squarely faced and reckoned with, not only for the benefit of present incumbents, but also for those who follow us in the Senate and the House.

I say again that the congressional increase endorsed by the Senate Post Office and Civil Service Committee is intended for the office and not for the present Member. It reflects not only the financial realities of running and serving, but also the prestige, dignity, and status of the Congress and its Members. I am confident that when H.R. 11049 comes to a vote, the Senate will face forthrightly its difficult responsibility for establishing equitable pay for its Members.

This action to adjust Federal compensation up and down the line comes none too soon. The Salary Reform Act of 1962 provides that the President shall report annually to the Congress his recommendations—based upon studies conducted by the Bureau of Labor statistics—for any Federal salary adjustments he deems advisable. In accordance with the 1962 act, President Kennedy more than a year ago recommended comparability pay increases similar to those provided for in H.R. 11049; and suggestions for executive, legislative, and judicial pay have been before the Congress since the report last year of the President's advisory panel on Federal salary systems, the Randall report.

The fact that Congress did not act in 1963 to adjust Federal compensation has



resulted in many unfortunate inequities and an alarming departure of Federal pay from the comparability pay line. The fact that the recommendations of the Randall report have not been interpreted into Federal legislation until now has resulted, furthermore, in serious difficulty for the President in obtaining and keeping the services of men of high caliber for the top-most executive positions in the Government.

The President has told me on more than one occasion that this is true.

The salary provisions for executive pay have been scaled down from the Randall recommendations, in recognition of the fact that in the upper levels of the Federal service—both career and executive—the Government can never financially reward its top officials in such a way as to compete with private enterprise. In other words, while the committee endorses—and trusts that the Senate will continue to endorse—the principle of comparability in all ranks other than those at the top, we are aware that those who serve their country in positions of high rank in all three branches of the Government must be willing to accept far less than their counterparts in the private economy.

This fact is recognized as part and parcel of our national life. Nevertheless, it is my view that the sacrifice that many of our leaders in the legislative, executive, and judicial branches have been asked to make are too great. The increases provided in this measure will go a long way toward rectifying a situation which all recent Presidents, particularly Presidents Kennedy and Johnson, have deplored and which they have time and again asked the Congress to correct. The report of the President's advisory panel is most pertinent on this subject. The panel makes these points:

It is not uncommon in the history of our country to ask our citizens to give up a high income to accept a lesser one in a responsible Federal office. But the sacrifice ought to be of a kind which many capable men—not just a few—are financially prepared to make. Furthermore, there are many able young men who have had no time to accumulate financial reserves. The country should not be denied the services of these men because of inadequate Federal pay scales. The Nation cannot afford to depend only upon rich men to run its affairs.

One of the most reasonable and beneficial provisions of title III, the Federal Executive Salary Act of 1964, is the establishment of an orderly series of five levels of executive compensation. Over the years through the various executive pay acts and organic legislation establishing new Federal agencies, some 19 different executive pay levels have sprung up within the Federal service. On occasion, the need for increased compensation has been reflected in the salaries paid the directors of newly created agencies, while similar top officials of older agencies have been overlooked. The prominence of some agencies as opposed to the inconspicuousness of others has also sometimes resulted in unjustifiable executive salary differentials.

This bill for the first time brings together an orderly and rational system of five levels, in which positions of equal rank and responsibility receive equal compensation. This arrangement is the result of intensive study and close cooperation between the committees of the Senate and House on the one hand, and the Bureau of the Budget on the other, and the administrative agencies, also.

As passed by the House, H.R. 11049 established six pay levels of executive compensation. The top three levels—levels 1, 2, and 3—are listed by position. The lower three levels—levels 4, 5, and 6—would be filled under the House bill through placement which the President would be authorized to make in accordance with standards spelled out in the act.

The Senate committee, on the recommendation of the Budget Bureau, has eliminated level VI entirely. This level was composed of a limited number of executives who could be most appropriately placed, it was felt, in level 5 or, for pay purposes, in the top grades of the general schedule. This arrangement also relieved the pay compression which existed between the executive salary schedule and the general schedule when there were six executive levels.

The committee has further amended the House bill to provide for statutory listing of the positions in levels 4 and 5, as opposed to granting placement authority to the President. The committee noted, however, that the President ought to have additional authority with regard to the executive schedule, so that he may respond to changes in organization, management responsibilities, or work apportionment in the executive branch. Accordingly, the bill as reported gives authority to the President to add 20 additional positions within levels 4 and 5.

Perhaps some of them would come from the regular classification list below, and some could be adjusted between level 4 and level 5.

In general, the committee endorsed the rationale of the executive salary schedule established in the House bill. Certain changes, however, were made. The compensation of Cabinet members is increased from \$32,500 to \$35,000, this change taking into account the heavy responsibilities of Cabinet officers and the prestige which accompanies these high positions and the necessary spending of money by Cabinet officials.

The \$30,000 salary for the deputies of Cabinet members has not been changed. These are the second highest Administrators in the executive branch, in many cases the directors of the daily operations of the Nation's departments and agencies. Accordingly, they should be adequately compensated, but at a rate reflecting the differences between their duties and those of Cabinet members. The committee's action in endorsing \$30,000 a year for deputy department heads and the same salary for Members of the Congress follows the traditional pay alignment in which Cabinet members are the only group paid more than Members of Congress.

The committee has reduced slightly the salaries for executives in levels 3, 4,

and 5; from \$29,000 to \$28,500 for level 3; from \$28,000 to \$27,000 for level 4; and from \$27,000 to \$26,000 for level 5.

These are the changes in the bill as reported from the House.

It is my view that the Senate schedule more nearly reflects the responsibilities of the three lower levels and their relationship to levels 2 and 1.

The Randall panel makes clear the need for pay increases in judges, officers, and employees of the judiciary.

The committee accepted the salary scales for Federal judges enacted by the House, taking note of the fact that the increases are in the neighborhood of \$7,500, the same amount of increase which was approved for Members of Congress. The committee changed the annual salary of the Director of the Administrative Office of the U.S. Courts from \$28,000 to \$27,000 and the salary of the Deputy Director from \$27,000 to \$26,000, in recognition of the fact that these salaries were aligned with levels 4 and 5 of the executive salary schedule established at \$27,000 and \$26,000. Additionally, the committee reduced the salary of commissioners of the court of claims from \$27,000 to \$26,000.

In its discussions of compensation for the judiciary, the committee took into account the constitutional provision that Federal judges are appointed for life and that their salaries are discontinued only in the event of death, resignation, or impeachment. Thus, when Federal judges become inactive—optionally after 15 years at age 65 or after 10 years at age 70—they may, in effect, retire on full salary. It was noted also that many judges, upon reaching retirement age, continue their duties on a part-time basis while drawing full compensation.

H.R. 11049 provides pay increases for employees under the Classification Act ranging from approximately 3 percent in the lower grades, where comparability has been achieved, through 22.2 percent for grade 18, where the comparability pay line and the Classification Act pay line are still widely separated. It will be recalled that grades 16, 17, and 18, which will receive substantial pay increases under this bill, received no pay increases in January 1964 as did all other grades of the schedule.

Mr. LAUSCHE. Mr. President, will the Senator yield for a question at this point?

Mr. JOHNSTON. I yield.

Mr. LAUSCHE. It has been said that a large increase will be allowed to the classes just mentioned by the Senator, grades 16, 17, and 18, and that is because the last time there was a pay raise these classified workers were not included. My question is whether the large increase which is now being granted is justified. What would have been the percentage increase if it had been granted when the last increase was made and the increase that these people would be entitled to now? In other words, does the large increase now exceed what the combined increase would be if it had been granted 3 years ago and again now.

Mr. JOHNSTON. If you refer to grades 16, 17, and 18 the answer is "Yes."



Mr. LAUSCHE. What is the percentage of the pay raise for this classification?

Mr. JOHNSTON. The highest would be approximately 22 percent for grade 18. However, percentage increases in the lower grades are much smaller.

Mr. LAUSCHE. 22 percent. That 22 percent compares to what in the low classification?

Mr. JOHNSTON. GS-1 gets 3.1 percent. This grade has had many increases in the years past, when the higher grades were not increased.

Mr. LAUSCHE. Class 1 would require seven increases of 3 percent to bring it up to the 22 percent that would be granted to the highest. Is that correct?

Mr. JOHNSTON. In that class the Government employs only 1,356 persons. Those are the charwomen, custodial laborers, and others in similar work categories. Their pay compares favorably with what they would get in private enterprise for similar work. That was all taken into consideration when the percentage increase was determined.

Mr. LAUSCHE. When was the pay raise granted that did not include the high classified people?

Mr. JOHNSTON. Grades 16, 17, and 18 received no increase in January of this year, when all other grades received an increase previously enacted.

Mr. LAUSCHE. When did it happen prior to that time? Was that about 1962?

Mr. JOHNSTON. October 1962.

Mr. LAUSCHE. Were the high grades included in the 1962 pay raise?

Mr. JOHNSTON. Yes.

Mr. LAUSCHE. If the low grade received an increase of 3 or 4 percent in January of this year, how can we justify granting a 22-percent increase 5 or 6 months later to the high grade? I cannot follow that.

Mr. JOHNSTON. Because it is the committee's view that these top officials under the Classification Act deserve an increase. The administration has advocated it. The Bureau of the Budget has advocated it. That is what we are here for.

Mr. LAUSCHE. Is it on the basis of comparability in private industry that this high 22 percent has been granted?

Mr. JOHNSTON. That is correct. Even with the increase, grade 18 would be below comparability. The Bureau of the Budget, the Civil Service Commission and the President of the United States have advocated attempting to attain comparability. The House has already acted by a big majority. We are here trying to do what we think is right and just. That is what I am here to do.

Mr. LAUSCHE. In addition to the increase of 22 percent, will the high classified employees in the course of time also become the beneficiaries of increased retirement pay on the basis of the new schedule?

Mr. JOHNSTON. They will, but that will be over a term of years. The retirement system provides that the 5 highest years be taken into consideration. It is the average for the 5 highest years.

A bill is pending in committee, on which some hearings have already been

held, in connection with which the administration is advocating that certain changes be made in regard to the financing of the retirement system, to provide that it will be fiscally sound. The Government will have to pay more into the fund for the reason that for over two-thirds of the years of the existence of the retirement fund the Government has not been paying its full share. Another reason is that many of the employees of the Government are ex-servicemen, and they did not have to contribute toward retirement for the years of military service, but they are credited toward retirement for those years of service with the armed services. The Civil Service Commission has asked that we amend existing law to reform the method of financing the retirement fund. The committee is working on that bill.

Mr. LAUSCHE. To get back to the other point, the increase that would go to Members of Congress, from \$22,500 to \$30,000, would also provide a new remuneration to the Members of Congress in the form of an increase in retirement pay at the end of each year. Is that correct?

Mr. JOHNSTON. The Senator is correct.

Mr. LAUSCHE. We will go into that at a later time.

Mr. JOHNSTON. Yes.

Mr. LONG of Louisiana. Mr. President, will the Senator yield for a question?

Mr. JOHNSTON. I yield.

Mr. LONG of Louisiana. I have been working on an amendment that I hope will appeal to the Senator. It would provide, first, that a Member of Congress, in order to obtain his increase, must certify that he is of the opinion that his services are worth that much money; second, that he believes the increase is necessary in order to provide for the essential expenses of rendering the services that are essential to his constituents and for the living expenses for himself and his dependents.

Does the Senator from South Carolina really think it is necessary to provide a pay raise for persons who feel that they might not want it, such as those who do not have children in college and do not incur expenses which might justify an increase in pay?

Mr. JOHNSTON. That is a good question. I do not want to amend the bill along these lines; but I have thought at times that anyone who thinks he does not deserve the pay increase should be glad to give it back to the Government. The Government is there, waiting. That person could give back the amount of his increase. If he did not think he was worth it, he could give it back.

Mr. LONG of Louisiana. I am aware of the position of one Member of Congress, who says that after he pays his taxes, he donates to the church whatever he has left. I do not see any particular point in giving a person a pay raise so that he can give more money to his church. In a way, that conflicts with the doctrine of the separation of church and state, if all we are doing is paying money by way of a pay raise to enable the recipient to give it to a church.

Mr. JOHNSTON. Members of the Senate and House will give back about 42 percent of the pay raise.

Mr. LONG of Louisiana. In income taxes?

Mr. JOHNSTON. In income taxes.

Mr. LONG of Louisiana. I would hope that we could work that out. If any Member of Congress really believes that his services are not worth the amount of the increase, he should not take it out of the Treasury; it ought to stay in the Treasury. The people ought to have an opportunity to elect some cutrate Representatives, if they wish. One could say in his platform, "I am not worth as much as another fellow. I am not worth that much salary"; and he could make his case on the basis that he is not worth that much for his services.

I hope the Senator from South Carolina will feel kindly toward my amendment. I do not feel that we should force on people money that they think is not necessary. That would be wasteful.

With that qualification, I am willing to vote for the Senator's bill.

Mr. JOHNSTON. I thank the Senator.

The substantial percentage increases for the upper grades are, in my opinion, warranted and deserved.

The committee acted to rectify what it considered an inconsistency in the House-approved general schedule, with respect to the so-called middle grades. Grades 9, 10, 11, and 12 were reduced from the President's recommendations to rates which reflect salary increases of less than 3 percent of present salary rates. Taking into account the contribution to the Federal service which is made by this important middle-management group, the committee increased the compensation of these grades to a 3-percent level. Similar increases were given the middle grades in the Foreign Service and the Department of Medicine and Surgery of the Veterans' Administration.

The bill has been amended to provide for 1-year step increases through step 7 for all levels of the PFS schedule. Under the 1962 act, 1-year increases through step 7 were limited to the first six levels, with 2 years being required in steps 6 and 7 for levels 7 and above. This has resulted in pay inequities caused by the longer service periods required—particularly in levels 7, 8, and 9—in steps 6 and 7 of the PFS schedule. The result has been rapidly diminishing salary differentials between level 7 on the one hand and levels 5 and 6 on the other, resulting from the fact that personnel in the lower levels advance more rapidly through the steps of the schedule.

The committee amendment will remedy these inequities and will materially benefit important groups of personnel in the postal service—supervisors, postmasters, inspectors, and others—many of whom spend the greater part of their postal careers in levels 7, 8, or 9.

The committee is in agreement with the Post Office Department that postmasters of fourth-class offices are, in general, being inadequately compensated under schedule II of the 1962 act.



The Department's proposal to substitute a new schedule based upon PFS-5 and the number of service hours required on the part of the postmaster was carefully studied. It was the committee's view, however, that this proposed schedule, providing increases averaging approximately 27 percent, overcompensated for the deficiency. Accordingly, the act has been amended to provide for a new fourth-class office schedule, based upon six levels of revenue units. The percentage increases vary in general within the range of 10 to 15 percent, with increases substantially higher than 15 percent for postmasters of fourth-class offices in the lower levels, where increases are most urgently needed.

This modification of the Department's original proposal represents an equitable solution to the problem of marginal pay for fourth-class postmasters with low receipts, and provides significant and deserved salary increases for all other postmasters of fourth-class offices. The House-passed schedule would cost approximately \$12.7 million, while that of the Senate schedule would cost approximately \$4.8 million.

We took this up with the Post Office Department, too, and were informed that this would be agreeable to them.

The last pay raise granted congressional employees was an across-the-board increase of 7 percent in 1962. They received no schedule 2 increase, which, Senators will recall, was the second increment of the 1962 pay increase, becoming effective for employees of the executive branch in January 1964.

The committee has endorsed the pay-increase formula for congressional employees as set forth in the House measure. It provides for graduated raises ranging from 5 percent in the lower levels to 21½ percent in the upper. It is my belief that this schedule recognizes the principle of comparability and satisfactorily aligns the pay for our congressional employees with that of officials of their rank and responsibility in the executive branch.

Mr. ELLENDER. Mr. President, will the Senator yield for a question?

Mr. JOHNSTON. I yield.

Mr. ELLENDER. Do I correctly understand that in the previous pay bill, the increase in salaries for congressional workers was 7 percent?

Mr. JOHNSTON. It was 7 percent across the board.

Mr. ELLENDER. That was in 1962, was it not?

Mr. JOHNSTON. That is correct.

Mr. ELLENDER. Under that pay bill, the top salary of an administrative assistant to a Senator could be fixed at \$18,884.

Mr. JOHNSTON. That was for one person in the office.

Mr. ELLENDER. I understand that; but others would get similar raises.

In the bill which the Senator now proposes to have enacted, the base pay of \$8,880 and a gross rate of \$18,884 would result in a 21½ percent increase for administrative assistants and cause their salaries to go up \$22,945.

Mr. JOHNSTON. That is correct.

Mr. ELLENDER. That is more than the salary Senators receive today.

Mr. JOHNSTON. That is true. We propose to raise the salaries of Senators in the bill, by 33 percent.

Mr. ELLENDER. How can they justify raising the salary, let us say, of the Sergeant at Arms, who now receives \$21,500, to \$27,500, an increase of \$6,000? How can that be justified? In addition, the Sergeant at Arms of the Senate, as I understand, is provided with the use of an automobile and a chauffeur.

Mr. JOHNSTON. That is what the Appropriations Committee lets him have.

Mr. ELLENDER. I understand that; but how can the committee justify that? How can the Senator from South Carolina go back home and tell his people that the Sergeant at Arms of the Senate has been raised in salary from \$21,500 to \$27,500, or an increase of \$500 a month, and is provided with an automobile and a chauffeur to drive it?

Mr. JOHNSTON. Regarding the chauffeur and the automobile, it must be remembered that there are some occasions when the Sergeant at Arms is required to go out and advise Senators that they are needed back in the Chamber.

Mr. ELLENDER. There is a car pool across the street which can be used for that purpose.

The salary of the Secretary of the Senate is to be raised from \$21,500 to \$27,500 or the same increase as the Sergeant at Arms—\$500 a month, or \$6,000 per year. How can the committee justify such an increase when an increase of 7 percent has already been given in 1962 and this increases the amount to 27.9 percent?

Mr. JOHNSTON. All this was based upon grounds of comparability.

Mr. ELLENDER. Of what?

Mr. JOHNSTON. Along lines comparable to salaries paid on the outside. Remember that this is for the whole of the Federal Government. Go to New York and see what the chief of police up there is paid.

Mr. ELLENDER. Does the Senator compare the Sergeant at Arms to the chief of police of New York City?

Mr. JOHNSTON. This position must be compared to that of those performing jobs of a similar nature, yes. I do not limit it to New York, of course.

Mr. ELLENDER. I notice that the salary of the Architect of the Capitol would be raised from \$20,700 to \$26,000, or 26.1 percent.

Mr. JOHNSTON. The Senator is correct.

Mr. ELLENDER. Only 2 years ago, we gave him an increase of 7 percent. I am wondering how the committee could present the Senate with a bill of this kind. District judges will be paid \$30,000, an increase of 33½ percent. Judgeships are life appointments which is a valuable consideration in itself.

Mr. JOHNSTON. The Senator will notice that we have reduced many salaries below those approved in the House measure.

Mr. ELLENDER. Some of the what?

Mr. JOHNSTON. Some of those salaries have been cut below approved by the House.

Mr. ELLENDER. I am talking about the Senate carrying out its responsibility.

I know what the House did. It did a bad job. But I did not expect the committee to come before the Senate and try to duplicate what the House did—more or less, because that is just what the committee did.

Will the Senator from South Carolina tell us, assuming that every Senator will increase his force according to the tables laid out in this bill, how much it will cost a year; does the Senator know?

Mr. JOHNSTON. In this particular bill, there will be a certain amount of money which can be spent; and the Senator can spend as much of it as he wishes, in accordance with the provisions of the bill.

Mr. ELLENDER. The Senator knows what happens, of course.

Mr. JOHNSTON. That is what any Senator would be able to do in his office. Not a year has gone by that I have not turned back money in my own office.

Mr. ELLENDER. The same applies to me.

Mr. JOHNSTON. I believe that many Senators have done so. However, each Senator will be given a certain amount of money to operate his office.

Mr. ELLENDER. Why give it? Why arrange the scale so high that a Senator's administrative assistant will be constantly dissatisfied from here on out until he is paid the highest salary permitted under the bill? Some Senators give the raises automatically and this creates dissatisfaction among the assistants of those who do not.

Mr. JOHNSTON. Because many Senators cannot get the people with the abilities they need for their offices from their own particular States without paying them salaries such as will be found in this bill, and which are in relation to their abilities. That is the reason we put them in.

Mr. ELLENDER. Does the Senator mean to say that it is hard to get an assistant to help in his office?

Mr. JOHNSTON. The Senator from Chicago and the Senator from New York and other places—

Mr. DOUGLAS. Mr. President, will the Senator from South Carolina yield?

Mr. JOHNSTON. The Senator does not have to pay it, unless he wishes to do so.

I yield to the Senator from Illinois.

Mr. DOUGLAS. It is true that the city of New York has the same name as the State of New York—

Mr. JOHNSTON. The Senator is correct.

Mr. DOUGLAS. I am very proud to come from the city of Chicago but I also come from the great State of Illinois.

Mr. JOHNSTON. Illinois. The Senator is correct.

Mr. DOUGLAS. I hope that "Illinois" will be substituted for "Chicago."

Mr. JOHNSTON. Of course—Illinois.

Mr. ELLENDER. When I first came to the Senate, as I recall, our little pages—and I love them all—were given \$5 a day for the days they worked. In this bill, their pay will be raised to more than \$5,000 a year. I hope they make that much money when they get out of college.

I believe that we have gone to an extreme on this subject. I am hopeful



that a good look will be taken at this bill and that the Senate will make an attempt to trim it down, because I believe it is absolutely wrong, particularly when we consider that we just lowered taxes and increased salaries in 1962. Here we are, preparing to slap on the backs of the American people an additional burden which will cost in excess of half a billion dollars a year.

Mr. JOHNSTON. The Senator will notice in the bill that many of the salaries in the Senate version are below those of the House.

Mr. ELLENDER. That does not make it good for the Senate.

Mr. JOHNSTON. But we must keep them somewhat in line. Does not the Senator agree with that?

Mr. ELLENDER. Keep whom in line?

Mr. JOHNSTON. Salaries in the two Houses. If we do not have similar pay scales many people now working in the Senate will wish to go over and work in the House.

Mr. ELLENDER. I did not know there was that much competition.

Mr. PASTORE. Mr. President, will the Senator from South Carolina yield?

Mr. JOHNSTON. I yield.

Mr. PASTORE. I address myself to the distinguished Senator, the chairman of the Post Office and Civil Service Committee [Mr. JOHNSTON]. As the chairman of the Joint Committee on Atomic Energy, I notice that there have been two changes made in the Senate bill as against the House bill.

Let me emphasize that it is not so much the money involved as much as it is the principle that concerns me. The reason I bring it up now is that I am hopeful the Senator will give some thought to the colloquy we are going to engage in, so that when I bring up my amendment we can be in accord as to what is meant.

I notice that the Chairman of the Atomic Energy Commission has been placed in level 2. The other four members of the Commission have been placed in level 4.

The House placed the chairman in level 2, but it placed the other members of the committee in level 3.

The Senate committee dropped it down a further level.

The point I wish to make, and I believe it should be brought to the attention of the committee, is the fact that in 1954 and again in 1955—and I believe I shall be substantiated in this by my distinguished colleague from the State of Tennessee—there was a serious question which came up in committee as to what authority, prerogative, and responsibility each of the five members should have. In considering the 1954 amendments to the Atomic Energy Act there was a proposal that the chairman be the principal officer of the Commission. After much debate that was not accepted.

The Joint Committee on Atomic Energy and the Congress repudiated that philosophy.

We wrote in the law specifically at that time:

Each member of the Commission, including the Chairman shall have equal responsibility and authority in all decisions and ac-

tions of the Commission and shall have one vote.

Then in 1955 so there would be no uncertainty as to the intent, the Joint Committee recommended and the Congress amended the law to read:

Each member of the Commission, including the Chairman, shall have equal responsibility and authority in all decisions and actions of the committee, and shall have full access to all information relating to the performance of his duties or responsibilities, and shall have one vote.

Mr. President (Mr. INOUYE in the chair), the point I wish to make is that this Commission spends more than \$2.5 billion a year in keeping up the nuclear and thermonuclear posture of the Nation. It is a very responsible Commission. There are some who believe, possibly, that if we had one administrator as against the commission setup, as it is in the Space Administration, perhaps it might work more effectively, but I do not believe we need to debate that questions this afternoon.

What I am intending to do and should hope that this would be amenable to the thinking of the distinguished Senator from South Carolina, is to bring it back to where the House had it.

I do not say that all members of the Commission should be at level 2. I believe that the Chairman should be at level 2, as the spokesman for the Commission but I would hope the Senator would revert back when I bring up my amendment to the bill. As it was reported by the House, other members of the Commission would be put in level 3 instead of level 4.

I repeat, that it is not so much the matter of the money as it is the matter of the responsibility. If we are going to put the Chairman two grades above the other members of the Commission, we shall be downgrading the prestige and the responsibility of the other members.

I do not believe that should be allowed because I believe that would do the whole program irreparable harm.

Mr. JOHNSTON. I am glad to have these remarks from the Senator from Rhode Island, and shall be glad to look into them.

Mr. PASTORE. That is the reason why I bring up the question now. I hope the Senator will take it up with his staff.

There is another point I should like to make; and I hope he will consider this, too.

I shall propose this amendment. And I hope that here again his thinking will be amenable to mine. Under the atomic energy law, we specify three Assistant General Managers. We say "no more than three." And the AEC under this statutory authority today has three Assistant General Managers. But the language of the bill, on page 127, line 5, is "Assistant General Manager, Atomic Energy Commission." That is in the singular. The only trouble is that we have three Assistant General Managers today at the equal salary level of \$20,000. But the Senator provides for only one Assistant General Manager. What shall we do with the other two? We will have to downgrade them as well as others to the level of their division heads. We

must treat these three General Managers alike.

I hope the staff will look into that and make this correction as well.

Mr. JOHNSTON. I shall be glad to look into that question. For the information of the Senator, we left it up to the Bureau of the Budget. The recommendation came from them.

Mr. PASTORE. I do not know where they get their notions. The Joint Committee on Atomic Energy watches this operation. It is not that we are trying to grab anything for anyone on the committee. But it would throw the whole organization out of kilter. We have three Assistant General Managers operating on an equal footing. It is proposed to provide for only one. What shall we do with the other two? Bury them?

The House made provision for it by leaving it to the Executive to fill an unspecified number of positions which the AEC understands would leave these three positions equal in level 5. In line 5, we could make "Manager" plural, and put "three" in parentheses. That would answer the question.

I shall make those two amendments. I hope the staff will look into that.

Mr. JOHNSTON. We shall be happy to look into it. We do not claim that the bill is perfect in every sense. But we did try to do as good a job as we could, working with the departments, and with the Bureau of the Budget, and with the staff of the House.

Mr. PASTORE. Mr. President, if the Senator will yield, I make no criticism of the Senator. He and I have fought shoulder to shoulder on some of these measures. At one time, I had the honor of serving on the committee. I know how assiduously the Senator has worked, and how vigorous he is in his presentations to the committee.

Mr. JOHNSTON. I appreciate that. I discovered when the Senator was on the committee that he was one of the most active members. He did an excellent job there.

The committee amended the House bill by imposing a ceiling of \$22,945 on the schedule for employees on Senators' staffs and Senate committees. The House version sets a limitation of \$24,500 on employees of House committees.

The House bill further provides that the effective date of all increases in excess of \$22,000 would be withheld until the effective date of the increase for Members of the Senate and House, January 3, 1965. The Committee decided that since increases in excess of \$22,000, particularly in the Executive salary schedule, are of vital and immediate importance, it would be unwise to postpone the date of their disbursement. Accordingly, the bill is amended to provide that amounts of salary in excess of \$22,000 per annum shall be postponed until January 3, 1965, only in the case of officers and employees of the Senate and House.

When this measure was considered on the floor of the House, Representative UDALL introduced an amendment, which was adopted, to provide that congressional pay increases would automatically go into effect in percentage amounts re-



lated to pay increases enacted for employees and officers of the executive branch. I believe that this provision is a good try at solving a hard problem, but it is my view that it would not accomplish its apparent purpose. The committee was in agreement that this provision should be deleted from the bill.

If the proposed arrangement prevailed, the Congress would in effect be acting to raise its own salaries whenever it approved executive-branch pay increases, and those who criticize Congress whenever congressional pay is considered could once again raise their hue and cry, and the problem would be at hand once more.

I believe further that if congressional and executive pay were tied together by statute, the result might be a slowing down of consideration of warranted pay increases for employees of the executive branch.

Mr. President, a question has been raised with respect to the economic effects of this measure. I would remind those who express this concern that the comparability principle requires the Federal Government as an employer to follow the moves of the national economy—certainly not to lead it. The established procedure is for review and adjustment to determine whether salary scales have lagged too far behind those of the private economy as a whole, and to bring them up to business levels, but not above business levels, if a substantial lag has developed.

Productivity in the Federal service has been on the rise, just as it has in other sectors of the economy. For example, in the Division of Disbursement of the Treasury, production increased 13 percent from 1960 to 1962, but the manpower utilized was actually reduced by 11 percent. In the Department of Insurance of the Veterans' Administration, manpower was reduced by 22 percent between 1960 and 1962 as the result of a 23-percent increase in productivity.

It is my understanding that these reductions in manpower were accomplished through attrition and that the executive branch is continuously taking action to assure that productivity increases continue to be the rule.

It has been stated that the average weekly earnings of Federal employees are approximately \$22 higher than those of employees of the States. This comparison, however, fails to take into account the differences in the employment categories involved. The functions of State governments differ markedly from those of the Federal Government. The Federal payroll at the present time includes thousands of some of the most highly trained individuals in the country. No State has a space program, for example; no State has a department of defense. Therefore, in my view it is erroneous to attempt to find a meaningful relationship between such entirely different types of groups as Federal and State employees.

Economy and efficiency in the Federal service are dependent upon the quality of Federal management, and the maintenance of high-quality management can be assured only by salary levels that will

permit competent managers to remain in the service. A recent editorial in the New York Times expressed the situation in this way:

Those who oppose waste and extravagance in Government spending argue that raising the level of Federal salaries would be unjustified and inequitable. Yet the biggest single cause of waste, in Government or in private industry, is inefficient management. The Nation has been fortunate that so many skilled people have been willing to accept the financial penalties involved in Government service. But with the pay scales and fringe benefits available to high caliber personnel in private industry constantly rising, the Government will find it increasingly difficult to attract and keep executives with the talent and the training required for formulating and carrying out policy.

Mr. President, I now call to the attention of the Senate the cost of H.R. 11049, as reported. I regret to advise by colleagues that there are typographical errors in the chart displayed on page 4 of the committee report, but I am happy to point out that the erroneous figures overstate rather than understate the cost of the bill.

The total cost figure for this salary bill—verified by the Bureau of the Budget and the Civil Service Commission—is \$556,836,341. The major reason for the difference in this cost estimate is that the net cost of title I should read \$536,036,341 rather than the \$543 million figure shown in the table. These estimates include the cost of Government contributions to the various fringe benefit programs Federal employees enjoy.

This is less than \$13 million in excess of the amount included in the President's budget for fiscal year 1965. I have been advised that in line with the administration's policy this additional cost will be absorbed by employment attrition and efficient management of Federal agencies.

Mr. President, I have a letter from the Bureau of the Budget which I wish to read at this time:

BUREAU OF THE BUDGET,  
Washington, D.C., June 29, 1964.  
HON. OLIN D. JOHNSTON,  
Chairman, Committee on Post Office and  
Civil Service, U.S. Senate, Washington,  
D.C.

DEAR MR. CHAIRMAN: As requested by you, the Bureau of the Budget has examined the cost estimates of H.R. 11049, as reported to the Senate. When table 4 is corrected to take into account typographical errors in title I figures, the situation is substantially as follows:

Disregarding minor adjustments which approximately cancel each other out, the aggregate costs of the Senate bill have been increased approximately \$14 million over the President's maximum budget figures of \$544 million for the cost of pay legislation. The additional cost is attributable to the Senate committee's action in raising the middle grades of the Classification Act, Foreign Service, and Bureau of Medicine and Surgery schedules so that they will receive a 3-percent increase. The Bureau supports this amendment in the interest of equity and closer comparability between Government positions affected and the same level of work in private enterprise.

We must point out, however, that the President's budget allowance was a maximum allowance. The fiscal year 1965 cost of the bill must be held within that figure. Accordingly, it will be necessary through attri-

tion, nonfilling of vacancies, and other actions to increase the amount of absorption required of the agencies so as to cover the excess costs.

Subject to the foregoing understanding, the costs of the Senate version of H.R. 11049 are without objection.

Sincerely,

ELMER B. STAATS,  
Acting Director.

Mr. President, I strongly believe that Americans everywhere will support the provisions of this measure as representing equity and fairplay. I urge the Senate's favorable consideration of H.R. 11049.

Mr. CARLSON. Mr. President, I wish to address myself very briefly to the pending bill. First, I commend the distinguished chairman of the Committee on Post Office and Civil Service, the Senator from South Carolina [Mr. JOHNSTON] on the manner in which he conducted long and thorough hearings on the proposed legislation. I also commend the members of the staff for their valuable assistance in writing the pending bill.

H.R. 11049 as it passed the House was a bill of six titles. The very nature of the proposed legislation required thorough study.

I saw with a great deal of pride and frankness that every member of the Post Office and Civil Service Committee gave long and sincere study to this legislation. They were determined that if a bill were to be reported, it should be reported after each member of the committee had a chance to study and discuss all titles of the bill.

The Senate committee made some changes in the House bill. We believe they were changes which make for better legislation and eliminate certain inequities.

The Senate bill gives a small increase over the House bill in four middle grades in the general schedule. This change more nearly reaches comparability and will affect grades 9, 10, 11, and 12. Many of these employees are managers and engineers. The percentage of increase will run about 3 percent.

I believe an inequity was removed from the postal field service by permitting an annual step increase through step 7 from level 7 up. Annual step increases were permitted in previous bills for the first six levels through step 7.

These are only two changes which it seems to me are significant in that they help the employees in the middle or lower brackets.

Some salaries were reduced in the executive pay schedule and a few were raised a little.

It is very difficult in a bill like this to establish a schedule entirely equitable in all instances.

Mr. President, I want to assure all my colleagues that a lot of study and effort was put forth to bring out a bill that was as nearly equitable as possible. It is now up to the Senate to cast its decision.

I shall support the bill, H.R. 11049 as reported by the Senate Post Office and Civil Service Committee.

Mr. President, one of our colleagues, a very valuable member of the Senate Committee on Post Office and Civil Serv-



ice, is unable to be present today. He has left with me a statement in which he strongly urges passage of the measure. I have reference to the senior Senator from Hawaii [Mr. FONG]. I ask unanimous consent that his statement be printed at this point in the *RECORD*.

There being no objection, the statement was ordered to be printed in the *RECORD*, as follows:

STATEMENT BY SENATOR FONG

H.R. 11049, the measure presently before this body is one which I fully support. As a member of the Senate Post Office and Civil Service Committee, I know from first experience the hard work and long hours the committee spent to bring to the floor of the Senate as equitable a bill as was possible.

I commend the committee chairman, Senator OLIN D. JOHNSTON, and the minority leader on the committee, Senator FRANK CARLSON, for their effective leadership and patience in hammering out a bill acceptable to all members of the committee.

It is only fair and equitable that the Congress pass the Federal Salary Act of 1964 at this time. In fact, it is overdue. In the Federal Pay Reform Act of 1962 the Congress wrote into law for the first time what is commonly referred to as the comparability principle. This provision meant that Federal salaries should be comparable to those being paid for similar work in private industry.

The Bureau of Labor Statistics was directed to make annual review of private industry salaries and report to the President its findings and comparison of Federal salaries with those prevailing in private industry.

H.R. 11049 is the first step since the comparability principle was written into law in which Congress is asked to keep faith with the provision it approved in 1962.

The committee held extensive hearings over a period of approximately 8 months on Federal pay. Upon completion of the hearings the committee met in executive sessions for over 2 months in an effort to write a fair, equitable, and just salary act.

H.R. 11049 covers the full scope of Federal salaries—from executive to clerks. It is a comprehensive measure which, while bringing most Federal salaries into comparability with those in private industry, also corrects certain inequities in the Federal pay structure.

The average salary increase for Federal employees under the Classification Act is approximately 4.2 percent and under the postal field schedule 5.6 percent.

In the higher pay levels the committee admits that comparability cannot be followed, and in other levels the Federal pay scale continues to lag 2 or 3 years behind private industry pay. However, H.R. 11049 is as equitable a bill as can now be written. It is a good bill and will assist greatly in retaining highly trained and qualified personnel in the Federal service.

I strongly urge the passage of this measure.

Mr. CHURCH. Mr. President, I have wanted to vote in favor of the pending bill to increase the pay of Federal employees. I have consistently supported such measures in the past, and hope to do so again in the future. If it were possible to evaluate this bill on its own merits alone, without regard to any other consideration, I would approve it and vote for it.

But it is not possible, in my judgment, to separate this bill from other action that Congress has taken in this session. Just a few months ago, we enacted the largest income tax cut in history. This was done to combat unemployment,

stimulate investment, and enhance the rate of our economic growth. The tax reduction, which had the effect of increasing everybody's take-home pay, was carefully designed to promote the growth of production and employment, so that Federal revenues, collected at a lower rate from an expanding economic base, might rise to balance the budget and eliminate further deficit spending.

On the basis of the evidence already in, we have reason to believe that the objective we sought, in enacting the tax cut, is achievable, providing we hold the line on Federal spending and avoid further cuts in tax revenue. We pledged ourselves to do both, when we cut the income tax a few short months ago. I believe we should keep that pledge today.

Last week, I kept the pledge by voting against all reductions of Federal excise taxes, even though I know these taxes to be a nuisance and harassment to the small businesses of my State. I have asked the merchants of Idaho, who so strongly desire the repeal of these excise taxes, to wait until a balanced budget is in sight. This year the deficit may run to \$9 billion; next year, if we hold the line, it should be much reduced. In these prosperous times, we have to strive to restore a balanced budget, for we cannot continue indefinitely to spend more money than we take in.

I know that my stand against the repeal of the excise taxes, at the present time, was not popular with the businessmen of Idaho, and I fully appreciate that my vote against this bill will not be popular with Government employees, including the postal workers, who need the pay raise most, and who have been my special friends.

But I cannot, in good conscience, apply one standard to some of the people I represent, while applying a different standard to others. With the Government operating so much in the red, this is not the proper time to vote, either for further reduction in revenue, or for further increases in pay.

I hope that all those affected may understand that I take this position for the purpose of upholding fiscal responsibility. If we keep our pledge to hold the line, the day will soon come when Federal salaries can be adjusted, and Federal excise taxes can be repealed, without adding to the debt, or enlarging its burden upon future generations. Then is the time to do it.

I intend, of course, to apply to myself, the same standard I am asking all the people I represent to accept for themselves. Accordingly, I shall vote to strike the proposed congressional pay raise from the bill, and I shall vote against the bill itself.

Mr. HRUSKA. Mr. President, it is with some reluctance that I shall vote against this pending bill. My firm belief in the principle of comparability between salaries paid civil servants and those paid in private industry is evidenced by my previous votes on Federal pay legislation.

I would be pleased to vote now for salary increases for the lower and middle brackets of the classified service and for postal workers. I cannot, however,

support this legislation primarily because it contains large increases for the Members of the Congress and, secondarily, because of the unfairly generous treatment of the higher grades in the classified service.

It is true, Mr. President, that congressional salaries were last reviewed a decade ago and perhaps a case can be made for some adjustment.

During the period from 1945 to 1960 there were seven across-the-board raises which averaged out annually 4.1 percent for classified and 4.9 percent for postal employees. That is a total percentage raise of 61.5 percent for the classified employees and 73.5 percent for postal.

Considering only the period since 1955 when the last congressional increase was made in Members' salaries, the percentage raise for postal and classified aggregated 51 percent. But such reasoning completely overlooks the fact that the people of this country, in the very week that the Congress has been forced to raise the legal limit of the national debt, deserve better than to have that Congress vote for ourselves a large salary increase. They deserve leadership by example. This is the time for restraint, not for new and greater expenditures.

The cost of this bill would exceed half a billion dollars. It tends to be inflationary. Both in the interests of economy and in stemming the upward spiral of living costs, it should be rejected.

This administration professes to be economy minded, yet we are continually confronted with new spending proposals, each of which contains the elements for expansion in future years. Instead of approving such measures, now is the time to reverse the trend. Yet the pressure by the administration for more and more such spending schemes continues unabated.

As the able Senator from Virginia [Mr. BYRD] pointed out in his recent letter to President Johnson, despite claims by the administration that stringent personnel ceilings have been imposed, the facts are the Federal payroll is running at the rate of \$16 billion a year, and going up; Federal employment is still approximately 2.5 million. This is well above the 2,352,000 jobs existing when President Eisenhower left office, after trimming 201,000 jobs from the payroll in his 8-year administration.

The Johnson administration, despite its economy claims, continues to push for more and more employees. In his fiscal 1965 budget, the President asked for new positions in 13 out of 24 major agencies.

The President must be willing to exercise restraint in his own requests both for spending and for new jobs. Then he will have earned the right to ask the people of America to reward those who make this Government operate.

Justification for higher salaries for the Congress, the top grades in the classified service, and for appointive positions is based on the argument that it is difficult to attract and maintain competent men and women in high Government posts when industry and business pay much better salaries.



Mr. President, the motivation for Government service at these levels must be based on more than dollars and cents. A Cabinet officer undeniably is paid less than a business executive with comparable responsibilities. But, we could never expect to pay the Secretary of Labor, for example, what the giant unions pay their presidents, or to match the salary of the Secretary of Defense with the multi-hundred-thousand-dollar salary of a huge manufacturing firm.

It is reported that Gov. LeRoy Collins is leaving a \$75,000 a year job as president of the National Association of Broadcasters to accept a Government post paying less than a third of that. These people come to Government positions because they are motivated by a desire to serve, not because of the salary. The same is true of the Members of the Congress.

It is unfortunate, Mr. President, that we are not allowed to consider a bill giving increases to those Government workers who unquestionably deserve them. On balance, however, the bad in this bill outweighs the good; accordingly, I shall vote against it.

Mr. BREWSTER. Mr. President, in my opinion, we have a solemn obligation to act favorably on this very commendable and very necessary pay bill.

When the Senate passed the Salary Reform Act of 1962, only three Members of this body voted against it. That measure committed Congress to the very sensible and reasonable proposition that Federal employees and postal employees should be relieved of the necessity of incessantly petitioning Congress to keep them abreast of the Nation's economic parade. The act, as it was passed, introduced into the Federal pay structure, for the first time, a scientific and dignified apparatus for adjusting Federal salaries whenever they fell significantly behind the accepted norm for similar jobs in private industry.

The late President Kennedy, using the apparatus we had approved, told us, on April 29 of last year, that postal employees' pay and Federal employees' pay had fallen considerably below accepted standards in private industry. We were morally committed to do something about that situation; but today, 14 months later, we are getting our first opportunity to live up to our obligation.

It was for this reason, Mr. President, that in committee I offered the amendment which was agreed to, and which will make this pay raise for the postal employees and the classified employees effective on July 1, 1964, instead of in the first pay period following the enactment of the legislation.

The fine people who man our postal service and our classified service have waited long enough for their comparability pay raise. With each passing month, they have been slipping behind the economic parade. When we pass this bill today—and I feel confident that we shall—there will have to be a conference, and then consideration by both Houses of the agreement reached by the con-

ferrees. All this adds up to more and more delay. In my opinion, it would be unconscionable for us to ask the Federal workers and the postal workers to take a further financial beating, just because in our legislative processes we have been somewhat dilatory.

Mr. President, I doubt that there can be any serious argument against the pay raises which this bill provides for Federal employees in the upper echelons of the service. All responsible authorities, both those in government and those in private industry, agree that these positions must be more attractively compensated.

The U.S. Government is the largest and the most important business operation in the world. The government is filled with positions calling for great intelligence, great judgment, great learning, and great moral courage. The decisions such men must make, as all of us know, often affect millions upon millions of human beings, both at home and abroad. Their decisions involve enormous sums of the taxpayers' money. They could conceivably involve the peace and security of the free world.

We simply cannot continue to compensate such positions with a wage that would be considered, in private industry, inadequate for an office manager or an assistant to a very junior vice president.

President Johnson has pointed out that we must prevent our Federal pay structure from becoming one that will repel the talented and will attract only the mediocre. We are perilously close to that point now. I think it is a miracle that we have been able to attract and retain the high caliber of men and women that we have today in the Government. But already the signs are becoming all too apparent that too many of the best and most talented people in the Government are finding the Federal service a luxury in which—in fairness to their families—they cannot continue to indulge. We are losing topflight people every day; and the only way we can stop this expensive exodus of talent is to make the positions more attractive than they are now.

If our huge and complex Federal Government is ever dominated by second-rate managers, we shall then be in serious danger of becoming a second-rate country.

We must repair the flaws in the present pay structure, and we must plan boldly for the future. This bill does both.

It is a good bill. Under the able leadership of our chairman, the Senator from South Carolina [Mr. JOHNSTON], our committee deliberated over its provisions in depth and at length. When we approved it, we did so without a dissenting voice or vote.

The bill deserves the same enthusiastic support from the Senate as a whole; and I sincerely hope and trust that it will receive it.

It is our moral duty to pass this bill; and it is a matter of enlightened self-interest to provide for a Federal pay structure that will attract and retain the best available talent in the land.

## FREE ENTRY OF CERTAIN MASS SPECTROMETERS

The PRESIDING OFFICER laid before the Senate a message from the House of Representatives announcing its disagreement to the amendment of the Senate to the bill (H.R. 4364) to provide for the free entry of one mass spectrometer for the use of Oregon State University and one mass spectrometer for the use of Wayne State University, and requesting a conference with the Senate on the disagreeing votes of the two Houses thereon.

Mr. BYRD of Virginia. I move that the Senate insist upon its amendment and agree to the request of the House for a conference, and that the Chair appoint the conferees on the part of the Senate.

The motion was agreed to; and the Presiding Officer appointed Mr. BYRD of Virginia, Mr. LONG of Louisiana, Mr. SMATHERS, Mr. WILLIAMS of Delaware, and Mr. CURTIS conferees on the part of the Senate.

## MEAT IMPORTS

Mr. BYRD of Virginia. Mr. President, I am pleased to announce that the Senate Finance Committee has just approved the Mansfield amendment, No. 465, to limit beet imports. The committee approved this amendment with a modification offered by Senator CURTIS. Under the amendment adopted, imports of fresh, chilled, or frozen beef after 1964 will be limited to 674 million pounds annually. This is generally the average annual amount which was imported in the 5-year period ending with December 31, 1963. Restrictions were also placed on importation of mutton, lamb, and certain prepared meats, on a pound basis.

The amendment provides for increases in the stated quotas whenever the average price in the United States for that meat equals or exceeds 90 percent of the average parity price provided the semi-annual production of cattle in this country exceeds 7,352 million pounds.

The amendment was adopted to H.R. 1839, a House-passed bill relating to the importation of wild birds and wild animals.

The bill will be reported to the Senate tomorrow.

## GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. PROXMIRE. Mr. President, I shall call up my amendment. Before I do so, I point out that I am very anxious to obtain the yeas and nays on the amendment. I talked with the majority leader about it. At the present time it appears that there are not enough Senators in the Chamber to order the yeas and nays. So I ask unanimous consent that there may be a quorum call with



the understanding that I shall not lose my right to the floor, for the purpose of bringing a sufficient number of Senators to the Chamber so that I may ask for the yeas and nays.

The PRESIDING OFFICER. Does the Senator from Wisconsin wish first to offer his amendment?

Mr. PROXMIRE. Mr. President, I ask unanimous consent that my amendment be called up and that the reading of the amendment be dispensed with.

The PRESIDING OFFICER. Is there objection? The Chair hears none, and it is so ordered.

Mr. PROXMIRE's amendment (No. 1084) is as follows:

Beginning with line 23 on page 108, strike out over through line 8 on page 115.

Redesignate titles III and IV as II and III, respectively; redesignate sections 301 to 310 as 201 to 210, respectively; and redesignate sections 401 to 403 as 301 to 303, respectively.

Beginning with line 4 on page 166, strike out over through line 2 on page 167 and insert in lieu thereof the following:

"TITLE IV—EFFECTIVE DATE

"SEC. 401. This Act and the increases in compensation made by this Act shall become effective on July 1, 1964."

Mr. PROXMIRE. Mr. President, I believe there are enough Senators present to have the yeas and nays ordered.

I ask for the yeas and nays on my amendments.

Mr. MILLER. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator will state it.

Mr. MILLER. If the yeas and nays are ordered on the amendment of the Senator from Wisconsin, will it be open to amendment?

The PRESIDING OFFICER. It will be open to amendment, but not modification.

Mr. PROXMIRE. Mr. President, I ask for the yeas and nays.

The yeas and nays were ordered.

Mr. PROXMIRE. Mr. President, this amendment is simple. It would delete from the bill, title II, "Federal Legislative Salaries." It would eliminate that part of the bill which provides pay increases in salaries for Members of the House and the Senate and employees of the House and the Senate.

A congressional pay increase is unjustified. When I say "unjustified," I mean exactly that word. It has not been justified in the hearings or in the Randall report.

During the hearings there was a little discussion of congressional pay, but very little, indeed. I challenge any Senator to go through the hearings and find—the only one I could find was by the distinguished minority leader, Senator DIRKSEN—a statement in favor of a congressional pay increase. And even this eloquent statement is an undocumented generalized approval. The Randall report confines its justification to executive salaries.

I think a strong case was made, and a persuasive case so far as I am concerned, for an increase in salaries of executive and judicial employees. The testimony is voluminous and the comparability criterion that was introduced is most convincing. The fact is that this Government cannot hire people to serve in

responsible and onerous jobs of our Federal Government if they are not paid on a basis comparable to what they can earn in private employment.

Since there last was a substantial increase for members of the Cabinet and judicial officials, there has been a great increase in salaries all over the country, but particularly in the highest salaries.

I feel very strongly that the need for a pay increase in those categories has been fully justified. It has been fully documented. It would be false economy if Congress should refuse to permit the Federal Government to pay sufficient salaries to enable the Government to hire some of the best administrators in the Nation to serve in responsible and important positions, in which persons could exercise their judgment in securing efficiency and economy.

But the same argument cannot be made for Members of the House and the Senate. This is a most difficult issue to debate, because we are all involved. It is difficult for us to argue against a pay increase for Members of the House and Senate.

I cannot think of anything that would make one lose popularity among one's colleagues more than to argue against a pay raise for them. In fact, I am having trouble with my wife on this issue. I am sure that those who vote for my amendment will find they may have trouble with their wives, children, or other members of their family who disagree. So it is not easy to make this argument. But the fact is that a pay increase is not necessary for Members of the House and Senate.

A Member of the House or Senate now receives \$22,500 a year. That pay is three times as high as the income of the average American family. Only 1 family out of 50 in the Nation receives as much as \$22,500 or more.

When one is paid this handsomely in any line of work, really the only justification to pay more is that we must pay more if we are to get the people to do the job. That is the justification for the increase for Cabinet officers and judicial officers. But the same justification cannot be made for Members of the House and Senate.

We all recognize the great expense involved in running as a candidate for the House or Senate. Why? Because there is great competition for the job. Candidates for the House and their supporters are willing to contribute, typically, \$25,000 or \$30,000, for a single campaign. In many States candidates for the Senate will conduct campaigns that cost \$250,000 or \$300,000, and some Senate campaigns cost \$1 million or more.

On the basis of competence and efficiency, I should say that the services of virtually all Members of the Senate could be valued abstractly at \$50,000 or \$100,000, or even more. Most Members of this body could make more on the outside than we make here. We have chosen to serve in this body because we like it, because the nonmonetary rewards are far greater than the monetary rewards. There is no question of the satisfaction that comes from serving in the Senate, in being one's own boss, in not being an

administrator appointed by somebody else, of being able to work in accordance with one's own conscience, of, in effect, choosing one's own field, and devoting time and attention to it and meeting the great challenges that face our country in being a top American policymaker. That is the real compensation. Whether the salary were increased to \$30,000, or \$50,000, or \$100,000, the incentive to run as a candidate for the Senate or the House in my judgment, would not be substantially increased.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield to the Senator from Ohio.

Mr. LAUSCHE. I have a tabulation in my hand showing the pay increases that were granted generally to the Federal employees beginning in 1955. If I am incorrect in this statement, those who are experts in the matter may challenge me.

In 1955 a 7.5-percent pay raise was granted to the general employees.

In 1958 a 10-percent increase was granted.

In 1960 a 7.7 percent increase was granted.

In 1962 a 5.5-percent increase was granted, effective in 1962, with the provision for a 4.4-percent increase effective in 1964.

These figures show that since 1955 the general employees have received, in the aggregate, pay raises amounting to 35.1 percent.

I come now to the pay raises granted to Members of Congress.

In 1955 the pay was raised from \$12,500 to \$22,500.

Mr. MONRONEY. Mr. President, will the Senator yield?

Mr. LAUSCHE. The salary was \$12,500, with an allowance of \$2,500 for expenses, but the salary was \$12,500, according to the report submitted.

Mr. MONRONEY. If the Senator will yield for a correction, the Legislative Reorganization Act of 1946 established a \$15,000 salary for Members of the Senate and House. At that time, in 1946, Members were enjoying a salary of \$10,000 plus a \$2,500 allowance. When the Legislative Reorganization Act was passed a \$15,000 salary superseded the old salary, and that was the salary until the time it was raised to \$22,500 in 1955.

Mr. LAUSCHE. That is, it was \$12,500, with \$2,500 for an allowance. What does the Senator from Oklahoma say it was then?

Mr. MONRONEY. Then it was \$15,000 salary, and the expense allowance ceased to exist.

Mr. LAUSCHE. In 1955 the salary was \$15,000. Then it was raised to \$22,500. That is a 50-percent increase. It is now proposed to raise it from \$22,500 to \$30,000. That is a 33⅓-percent pay raise over 1955. If we take the \$15,000 pay in 1955 and compare it with the \$30,000 in 1964, the pay raise is 100 percent. How can we go back to the taxpayers and voters and say that we have granted, in the aggregate, a 35-percent pay raise to the general employees, but have granted to ourselves a 100-percent



pay raise? I should like to ask the Senator from Wisconsin how he can answer conscientiously anyone who challenges him on the basis that he gave a 100-percent pay raise in 9 years to himself and gave the little postal carrier and the janitor and the washwoman 35 percent in the aggregate?

Mr. PROXMIRE. In general, I agree with the distinguished Senator from Ohio. But I do think that on the basis of the Randall report and on the basis of the hearings, it is possible to justify a substantial increase for members of the Cabinet and some of the other leading administrators in our Government, on the comparability basis. It is a matter of judgment, but I think the Randall people were efficient. I think they were honest. I think they were objective. I believe that when they said that if we wish to have the kind of people who are competent to do important administrative and judicial work, it is necessary to pay them approximately, they were right. I accept that.

Some of the increases are very substantial. I reject the principle that it is not possible to increase the salary of a Cabinet officer, and the salary of the other people in the Federal Government with responsible jobs, without at the same time increasing the salaries of the Members of Congress by the same amount. The jobs are entirely different. There is no comparability.

No member of a State legislature gets anything like the salary that we do.

It is true that when we get into the area of administrative jobs, we find that in California and in Illinois and in Pennsylvania, for example, in some cases 90 or 100 people get more than \$25,000 a year. They are administrators. Those States have found that the only way they can get competent people is to pay them an additional sum.

For ourselves, I do not find any justification for the proposed increase.

Mr. LAUSCHE. I cannot find any justification for the disparity that exists between the aggregate pay raises that were granted in 10 years to the general employees, amounting to 35 percent, while we are granting to ourselves an increase of 100 percent. We are in no different category so far as want and need are concerned.

Mr. PROXMIRE. On the basis of want and need there is no question about it. I feel strongly, and I have felt very strongly for years, that the rank and file Federal employees deserve better pay. We can justify it on the basis of justice and need, and that it is necessary to do it in order to get people who fill comparable jobs outside the Government. But the only way we can justify paying more than \$20,000 a year is that a pay increase is necessary to pay that amount to attract qualified officials. The argument can be made, on the basis of the Randall report, that it is necessary to pay the additional amount to get the people who are competent to handle the important sub-Cabinet and Cabinet jobs.

That argument cannot be made with regard to Members of Congress.

If I run for reelection this fall I will have a very strong opponent, and most Members of Congress will also. All of us

are well aware of the fact that there is plenty of competition when it comes to these jobs we hold.

Mr. LAUSCHE. If the Senator lost all of his staff members, does he think there would be others available in Wisconsin to work for him on the basis of the pay that he is now paying his staff members, without an increase?

Mr. PROXMIRE. I believe so.

Mr. LAUSCHE. I believe that is true in my case, too. I believe every Member of Congress has 10 applicants for every job he has available in his office. I should like to ask the Senator one more question. In addition to this pay raise of 100 percent in 10 years, I have before me a tabulation of what my retirement pay and the retirement pay of the Senator from Wisconsin will be. He has served 6 years. At the end of 6 years it is \$281.25 a month. With the increase in the salary from \$22,500 to \$30,000, the retirement pay would be \$406.25. That is for that 6 years' service. At the end of 12 years, on the basis of \$30,000, my retirement pay would be \$30,000 times 2½ percent times 12 years. It would be \$6,000 a year. The point I am trying to make is this: Is it not a fact that in addition to the increase in pay, we would eventually become the beneficiaries of a liberal increase in our retirement pay?

Mr. PROXMIRE. There is no question about that. The Senator is correct.

Mr. LAUSCHE. We would become the beneficiaries of a liberal increase in retirement pay without having to pay anything into the retirement fund to support that increased pay.

Mr. PROXMIRE. There would be some increase, but nothing in proportion to what we would get out.

Mr. LAUSCHE. We would pay in nothing on the basis of past service. We would pay on the basis of future service.

Mr. MORTON. Mr. President, if the Senator will yield, is it not a fact that we pay in about 7½ percent?

Mr. CARLSON. Yes.

Mr. LAUSCHE. But only on the future salary. We do not pay it on the past salary.

Mr. MORTON. The Senator has found a different way of doing it. Apparently he has a new way of doing it, because I have been paying into the fund for 18 years.

Mr. LAUSCHE. Let us make this point clear. A person who goes to work for the Federal Government at \$5,000 a year and pays in 2½ percent on his \$5,000, and finally works himself up to a \$15,000 salary, has his retirement calculated on the \$15,000, on which he did not, through his entire service, pay 2½ percent, and not on the basis of the \$5,000.

Mr. MORTON. That does not apply alone to Members of Congress. That applies to the entire Federal pension plan. It is figured on the basis of the average of the top 5 years.

Mr. LAUSCHE. That is why the Federal pension fund is in the red in the sum of \$39 billion.

Mr. MORTON. If that is so, let us rewrite the law.

Mr. MONRONEY. It is not \$39 billion.

Mr. LAUSCHE. It is underfunded in the sum of \$39 billion.

Mr. PROXMIRE. Mr. President, I yield to the Senator from Kansas, for a clarification of this point.

Mr. CARLSON. I do not want to get into an argument between the Senator from Ohio and the Senator from Wisconsin. However, readers of the RECORD should have the facts stated accurately. The Senator is really a little low in some of his figures.

Since 1955 there have been six salary increases for Federal employees, including increases of 7.5 percent in 1955, 8.1 percent in 1956, 10 percent in 1958, 7.7 percent in 1960, 5.5 percent in 1962, and 4.1 percent that became effective on January 1, 1964. That aggregates more than 51 percent.

The distinguished Senator from Ohio [Mr. LAUSCHE] has mentioned congressional increases in salary. The salary in January 1955 was \$22,500. Therefore, a salary of \$30,000 would not be a 100-percent increase; it would be an increase of 33 percent.

Mr. LAUSCHE. No; I stated that clearly. If it was \$15,000 in 1955, and would become \$30,000 in 1964—

Mr. CARLSON. It was \$15,000 in 1946.

Mr. MONRONEY. The salary of Members of Congress was changed in March 1955. It is necessary to compare the salaries correctly by using the same base period; for example, the increase in 1955. It will be found that about the same amount of increase, about 35 percent, has been given to all Federal workers regularly throughout the 10-year period.

Under the committee's proposal, Members of Congress would receive an increase of about 33 percent effective January 1, 1965. Members of Congress did not receive an increase in 1956, 1957, 1958, 1959, or 1960. Their salaries were increased in 1955. So let us keep the figures straight. The percentage is approximately concomitant between the starting figure in 1955 and the amounts by which Federal workers in the civil service have been raised during the intervening period and what is now proposed to be effective in 1965, a 33-percent increase.

Mr. McCLELLAN. Mr. President, will the Senator from Wisconsin yield?

Mr. PROXMIRE. I yield to the Senator from Arkansas.

Mr. McCLELLAN. Do I correctly understand that the Senator's amendment is designed to correct all the inequities in the bill?

Mr. PROXMIRE. I am sure there are many inequities in the bill at which the amendments of other Senators are aimed. My amendment is aimed at the title dealing with Federal legislative salaries, title II.

Mr. McCLELLAN. Are we to assume that if the Senator's amendment were adopted, he would favor the bill?

Mr. PROXMIRE. Yes.

Mr. McCLELLAN. I do not understand the Senator's reasoning.

Mr. PROXMIRE. I shall favor the bill whether my amendment is adopted or not. I hope the amendment will be



adopted; but I shall vote for the bill anyway, because I think it is so badly needed to get and retain the kind of efficient people needed in the Federal Government. I am for the bill.

Mr. McCLELLAN. I disagree with the Senator so far as he says it is necessary to raise salaries in order to get efficient personnel for the Government. People are running over themselves wanting to get into the Government, just as they are running over themselves trying to be elected to Congress.

I do not disagree with the Senator in the main; but if his amendment is adopted and the bill is passed, he will be voting a pay raise for his administrative assistant to a limit that is higher than the Senator's own salary now.

Mr. PROXMIRE. No; that is not correct. I would delete all of title II, which affects administrative assistants and all other Senate employees.

Mr. McCLELLAN. I thought the Senator said his amendment affected only Senators and Representatives.

Mr. PROXMIRE. I was misunderstood. The amendment affects not only Members of the Senate and House; it would not permit an increase in pay for congressional staff members and would not permit increases in pay for Members of the House and Senate.

The Senator from Arkansas makes a good point. I think it is necessary to keep salaries in line.

Mr. McCLELLAN. The salaries of members of the Senate staff, under the bill, would be higher than salaries Senators now receive.

Mr. PROXMIRE. But my amendment would prevent that.

Mr. McCLELLAN. Would the Senator's amendment apply to all Members of Congress?

Mr. PROXMIRE. It applies to the salaries of Members of the Senate and House and to all other legislative salaries. All legislative salary increases are deleted by my amendment.

Mr. McCLELLAN. Under the Senator's amendment, would the members of the staff, from the lowest to the highest paid, receive no increase at all, whether in the House or the Senate?

Mr. PROXMIRE. The answer is no. No increase. Of course, there is the possibility that a Senator who now has extra clerk hire available might increase his staff members, but my amendment would not by itself provide an increase in salaries for employees of the legislative branch.

Mr. McCLELLAN. Would the Senator's amendment allow the \$7,500 increase for Cabinet officers?

Mr. PROXMIRE. Yes.

Mr. PROUTY. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. PROUTY. As I understand, the Senator's amendment would preclude any increase in salaries for Members of the House and Senate.

Mr. PROXMIRE. Members of the Senate and House and the staff.

Mr. PROUTY. I am sympathetic toward the Senator's position with respect to congressional salaries; but I believe some justification can be made for a rea-

sonable increase in staff salaries. So at the proper time I shall offer a substitute which would eliminate the provision for an increase in congressional salaries; and if that should be adopted, I shall offer a second amendment, which would permit an increase in staff salaries up to \$22,000. In other words, the staff would not receive more than Members of Congress receive.

Mr. McCLELLAN. It would be \$500 less.

Mr. PROUTY. That would be up to the Senate to determine.

Mr. PROXMIRE. I believe the committee did its work carefully, as it has always done in the past, to try to bring the salary payments, not only of the staff of other employees of the Senate, in proper relationship to what Senators receive. So we either must cut out the whole thing or, in effect, cut out nothing. Otherwise there will be a large number of employees of the Senate and of Senators who will receive, under the amendment the Senator from Vermont proposes to offer, more than Senators receive.

Mr. PROUTY. I wish to ask the Senator another question. A Senator does not have to grant an increase to his staff members if he does not wish to do so, does he?

Mr. PROXMIRE. No; but there are doorkeepers and others, who are not responsible to any one Senator, who would be paid more than Senators are paid under the Prouty amendment.

Mr. TALMADGE. Mr. President, will the Senator from Wisconsin yield.

Mr. PROXMIRE. I yield.

Mr. TALMADGE. I compliment the distinguished Senator from Wisconsin for offering his amendment. I have been a Member of the Senate for a relatively short time—7½ years. In that time, I have consistently supported and voted for legislation designed to update the pay scale and fringe benefits of our Federal workers to insure them a standard of living equal to and commensurate with their counterparts in private industry.

Specifically, since 1957, Congress has passed three pay-increase bills which have increased the pay of Federal employees by a total of 27½ percent. These included a 10-percent increase in 1958, a 7½-percent increase in 1960, and a 10-percent increase in 1962, a part of which took effect only on January 1 of this year.

We are now informed that the pay of Federal workers is again lagging behind that of those in private life who are doing similar work and, therefore, are being called upon to further increase these salaries. In addition to classified and postal employees, the bill includes increases, some as high as 33 percent, for Members of Congress and leading members of the executive branch and the judiciary, including members of the Supreme Court.

My inquiry has verified the fact that the bill would increase the salaries of the pages sitting in front of us to \$5,004 a year. I do not see how anyone can justify that.

The bill comes to us in revised form after a previous bill, which provided even larger increases for high officials in the

executive branch and Members of Congress, was defeated in the House earlier this year.

I support the principle of comparability between Government and industry and of paying a salary which is sufficient to attract qualified people to serve the Federal Government. I believe that the bill, in providing a one-third increase for Members of Congress, with similar increases for the executive and judicial branches, goes far beyond that point and, in fact, is completely unreasonable in this respect.

I point out that in addition to our salaries, the Government contributes 7½ percent toward our retirement benefits, which is a fringe benefit vested after only 5 years of service. The able Senator from Ohio [Mr. LAUSCHE], in an earlier colloquy with the Senator from Wisconsin, stated in detail how beneficial this is to all Members of Congress. If the salary of \$30,000 is retained in the bill as it came to the Senate, 7½ percent of that, in addition, will be contributed by the taxpayers of the country toward our retirement benefits, and it will be vested after only 5 years of service.

Only last week, this body voted to increase the national debt ceiling to an all-time high of \$324 billion.

In the past 34 years, we have balanced the Federal budget only about six times. It has been unbalanced 28 times. Although the exact figures will not be available for some time yet, I am informed that the fiscal year which ended at midnight last night, will probably show a deficit in excess of \$8 billion, 800 million. It is estimated to be approximately \$6,600 million for this fiscal year.

In the face of this kind of national financial picture, I cannot in good conscience vote for a bill which, among other things would increase my own salary by one-third, and in its present form would cost the taxpayers over one-half billion dollars annually.

I hope that the amendment which has been offered by the Senator from Wisconsin, to strike the exorbitant increases for Members of Congress and to bring into reasonable proportion the increases for other Federal officials, will be adopted.

In the event that it is, I shall be glad to support the bill.

In the event that it is not approved, I cannot vote for it.

I thank the Senator from Wisconsin for yielding to me.

Mr. PROXMIRE. I thank the Senator from Georgia very much.

Before I yield to the Senator from Kansas [Mr. CARLSON], let me say that the point the Senator from Georgia makes about the effect of this proposal on responsible fiscal policy is particularly important. Not only have we the problem of the national debt, but only a few months ago we voted the biggest tax cut in the history of the Nation, a tax cut which certainly will deepen the deficit for this year, at least. There is no question about that.

The tax cut not only benefited many Americans, but it also benefited Members of Congress. It benefited Members of



Congress far more handsomely than most Americans.

My staff people have computed that a typical Member of Congress, if he has no outside income, received the benefit from the tax cut of increased take-home pay of \$18 a week, or \$900 a year, which is a far greater increase than the overwhelming majority of the American people received from the tax cut.

It will be remembered that when we voted for the tax cut, it was made explicit that we would do everything we could to cut down Federal spending. How in the world can we honestly say we are working to keep Federal spending down if we vote ourselves a 33 1/3 increase in salary?

There might be a time for this kind of increase later, but not this year, not in a year when we have already voted a heavy tax cut, when we have deliberately planned to unbalance the budget to the extent that we have.

I am now glad to yield to the Senator from Kansas [Mr. CARLSON].

Mr. CARLSON. Mr. President, I wish to participate in this debate, because the salaries of the very young men who serve us on both sides of the aisle have been mentioned. These boys receive \$387.11 a month. They serve during the sessions of the Congress. They serve an entire year at their present salary—12 months. At \$387.11 a month, the total for the year is \$4,655.40.

This bill would increase the salaries of these young men, following the pattern of other salaries, by \$29 a month. It is true that it would total a little over \$5,000—\$5,004.60.

The record should be made clear that these boys are serving by the month. If the session lasts 12 months, that is the salary they would get.

Mr. KEATING. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield to the Senator from New York.

Mr. KEATING. Mr. President, I wish to express my support for the amendment of the Senator from Wisconsin. There should be no question in the minds of the American people and those of us in this body on the justification of the proposed pay raises for the postal workers and the classified employees. Whether based on merit, comparability, or cost-of-living increases, Federal employees who are legally denied the opportunity to use the bargaining techniques of their counterparts in private industry, deserve fair and thorough consideration at this bargaining table. We should be directing our attention to this question and this alone.

Inclusion of the congressional pay raise in this bill is totally inappropriate. Any such increase for Congress involves entirely different considerations and should be voted up or down on its own merits. If there is no justification for an increase at this time, then it certainly should not ride through on the legislative coattails of merited increases.

Entirely apart from the merits of whether we are entitled to more money or not, the fact is that there is virtually nothing in the hearings record dealing with the question of congressional pay

raises. Whether the figure of a 33 1/3-percent increase was picked out of thin air and whether it may be justified or not is unknown.

Mr. PROXMIRE. The Senator is correct. That is exactly what this congressional raise is—legislative coattail riding.

Look at the hearings. There is virtually no justification for a congressional increase. There is some justification for an increase in the executive and judicial departments. Many prominent organizations and persons have appeared and documented the case for executive and judicial pay increases. However, there is no justification for the increase for Members of Congress. It has been argued that if we increase the salaries of the executive and the judicial branches, we should also increase the congressional. Why? Why?

We increase the salaries of the executive and the judiciary, therefore we have to do it if we are to get competent people to do the job in those two branches of our Government. That argument does not apply to Congress.

Mr. KEATING. The Senator is correct. Let me add one comment. I would prefer to have this amendment apply only to Members of Congress. I understand the problems to which the Senator's amendment is directed. But, in my judgment, the staff members as employees of Congress are deserving of increased compensation now. It would be preferable to adopt the substitute proposal of the Senator from Vermont, which is limited to Members of Congress.

Mr. PROXMIRE. I thank the Senator from New York. I am now glad to yield to the Senator from Illinois.

Mr. DOUGLAS. Mr. President, I am strongly in favor of increasing the pay for postal and classified personnel, and also for the judiciary. But I shall support the amendment of the Senator from Wisconsin to eliminate legislative salary increases. Nevertheless, I believe it should be realized that the actual take-home pay of a Senator or Representative is very much less than commonly believed, after he meets the necessary political expenses of his office. I do not believe that any Senator who votes for an increase in pay should be singled out by the voters, or by anyone else, for condemnation. Nevertheless, for a number of reasons, I am opposed to this increase for Members of Congress. I shall vote for the amendment of the Senator from Wisconsin.

Mr. President, I am keenly aware of the difficulties of living on our present congressional salary after meeting the necessary costs of such items as: First, trips back home and travel inside the State, plus, second, the cost of radio and television reports, third, the entertainment in Washington of constituents; fourth, donations to charitable organizations and causes which are expected, and, indeed, almost demanded of public officials; and, fifth, contributions to party funds and to the campaigns of other candidates. After these deductions together with income taxes and contributions to the retirement fund are subtracted from the salary of \$22,500, my actual take-home pay in nonelection

years is almost never above \$7,000 and in election years even less.

All this is a strong argument for an increase in congressional salaries and I do not have the slightest criticism either expressed or implied for those of my colleagues who so vote. But I cannot bring myself to do so for the following reasons:

First. We in Congress have some opportunity for legitimate outside earnings. It is true that the work in Congress is steadily increasing and is at times almost crushing. But there are still opportunities, on weekends, and when Congress is not in session, to earn additional modest amounts in law practice, business, writing, and lecturing. Any danger of a consequent conflict of interest with one's duties as a Congressman can largely, if not entirely, be averted by requiring full disclosure of outside income and ownership as Senator MORSE and I advocated many years ago and as is now being urged by Senators CASE, NEUBERGER, CLARK, and KEATING.

Second. We should remember that with all our financial difficulties we in Congress are still in a very favored economic position. We should never forget that at least 40 million Americans, or slightly over 20 percent, are living in poverty and that 90 percent of American taxpayers have incomes under \$10,000 a year. Probably less than 2 percent have an income of \$30,000 for which we are now asked to vote. And yet we are supposed to represent the great bulk of the American people. The danger is that if we provide a salary of \$30,000 for ourselves, then it will be easy for us to think as \$30,000 a year men customarily do—and to forget what it feels like to live as do the overwhelming majority of our fellow Americans whose interests we should have at heart.

Third. Finally, I resent esthetically being put in a position where I must vote on my own salary. No one with any personal dignity likes to exercise the power he possesses to vote himself an increase. I am willing to vote for an increase to others, and, indeed, I favor the other portions of the pay bill, but I would prefer that any increases in congressional salaries should come primarily from others, such as on the recommendation of an impartial committee. I know that in the present instance this is almost impossible to effect and that we are now compelled to decide on our own condition. In addition to the reasons which I have stated, I would therefore have a certain squeemishness in voting myself an increase, however justified this might be on other grounds.

For these reasons I shall support the motion to eliminate congressional salary increases from the bill. But I wish to add that in my judgment there should be no condemnation of those Senators who do vote for the increase and against the amendment. For I know from experience just how difficult the problem is for those without large private resources and that this is particularly hard for those with large families to support and educate.

Mr. JOHNSTON. Mr. President, will the Senator from Wisconsin yield?



Mr. PROXMIRE. I yield to the Senator from South Carolina, chairman of the committee, who has been patiently waiting for a long time. I apologize to him.

Mr. JOHNSTON. I should like to follow up what the Senator from Illinois has just stated. When we put the \$7,000 on top of the present salary rate, we find that we would receive only 58 percent of the increase. The rest of it will be taken out for income taxes.

Mr. DOUGLAS. I may seem to be arguing in part against myself, but, as I stated, if we deduct the expenses of trips back home, travel inside our States, the cost of radio and television reports, entertaining our Washington constituents, donations to charitable organizations, the cost of which is expected—indeed, is almost demanded of public officials—and legitimate and proper contributions to party funds, and to the campaigns of other candidates, there is not much left. I believe that this does make a strong case for an increase. Nevertheless, I am opposed to the increase. I am not given to self-flagellation, but I am opposed to the increase, the reasons for which I have explained.

Mr. PROXMIRE. May I say to the Senator from Illinois that although he is supporting my amendment, he has made the strongest argument against it that has been made yet.

Mr. DOUGLAS. There is much to be said for such an increase since this is a complicated question.

Mr. PROXMIRE. It is, indeed, but this extraordinarily judicious and judicial cast of mind is typical of the senior Senator from Illinois. It is typical of his approach to all questions.

In reply, however, our TV, newsletter, and other reporting to our constituents is strictly voluntary. Certainly it is voluntary in the view of those against whom we run. This reporting is a fine thing in democracy. But it is construed by many as self-serving. Some Senators do not ever make a TV or newsletter report to their constituents.

Mr. DOUGLAS. The Senator is perhaps the greatest traveler in the Senate. I do not know any Senator who is more energetic than he in getting back home to see his constituents. I shall not inquire what his travel bill is, but it must be very large judging from my own travel bill which amounts to approximately \$3,000 a year. I think all these items should be taken into consideration. But, nevertheless, since we can have legitimate outside occupations in which to increase our income we Senators are still in a very favorable economic condition in comparison with other citizens of the United States. It is humiliating to be forced to increase one's own salary. There is an esthetic objection which I have to that.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. LAUSCHE. Mr. President, about a half hour ago I was challenged rather vigorously as to the correctness of my statement with regard to when the pay raises were put into effect.

Since that time, I have had copies of the acts brought to me. I submit that the acts will demonstrate without any question that the salaries of Congressmen in 1946–57 was \$12,500. I have here Public Law 601 of the 79th Congress, chapter 753, 2d session. This law was passed as the Legislative Reorganization Act of 1946. That is the act which the Senator from Oklahoma said provided for a salary of \$22,500.

Mr. MONRONEY. The Senator from Oklahoma said nothing of the kind. I stated it provided a salary of \$15,000.

Mr. LAUSCHE. All right. Let me read what it states:

Effective on the day on which the 80th Congress convenes, the compensation of Senators, Representatives in Congress, Delegates from the Territories, and the Resident Commissioner from Puerto Rico shall be at the rate of \$12,500 per year.

That is what I said. The language of the act definitely establishes the correctness of what I said. I further stated that it was in 1955 that the salaries were raised from \$12,500 to \$22,500.

I have here Public Law 9 of the 84th Congress, chapter 9, 1st session, House Resolution 3828. The act was approved by the President on March 2, 1955. This provides:

The compensation of Senators, Representatives in Congress, Delegates from the Territories, and the Resident Commissioner from Puerto Rico shall be at the rate of \$22,500 per annum.

A half hour ago I stated that the salaries in 1946 were \$12,500. They were raised in 1955 to \$22,500. They are now intended to be raised to \$30,000. These laws speak for themselves.

Mr. President, I ask unanimous consent that they be printed in the RECORD at this point.

There being no objection, the excerpts were ordered to be printed in the RECORD, as follows:

SEC. 4. (a) Section 601(a) of the Legislative Reorganization Act of 1946, as amended, is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, Delegates from the Territories, and the Resident Commissioner from Puerto Rico shall be at the rate of \$22,500 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$35,000 per annum."

(b) Section 601(b) of the Legislative Reorganization Act of 1946, as amended (relative to expense allowances of Members of Congress), is hereby repealed.

(c) Section 104 of title 3 of the United States Code (relating to the compensation of the Vice President) is amended by striking out "\$30,000" and substituting therefor "\$35,000".

SEC. 5. The provisions of this Act shall take effect on March 1, 1955.

TITLE VI—COMPENSATION AND RETIREMENT PAY OF MEMBERS OF CONGRESS

#### *Compensation of Members of Congress*

SEC. 601. (a) Effective on the day on which the Eightieth Congress convenes, the compensation of Senators, Representatives in Congress, Delegates from the Territories, and the Resident Commissioner from Puerto Rico shall be at the rate of \$12,500 per annum each; and the compensation of the Speaker of the House of Representatives and the Vice

President of the United States shall be at the rate of \$20,000 per annum each.

(b) Effective on the day on which the Eightieth Congress convenes there shall be paid to each Senator, Representative in Congress, Delegate from the Territories, Resident Commissioner from Puerto Rico, an expense allowance of \$2,500 per annum to assist in defraying expenses relating to, or resulting from the discharge of his official duties, for which no tax liability shall incur, or accounting be made; such sum to be paid in equal monthly installments.

(c) The sentence contained in the Legislative Branch Appropriation Act, 1946, which reads as follows: "There shall be paid to each Representative and Delegate, and to the Resident Commissioner from Puerto Rico, after January 2, 1945, an expense allowance of \$2,500 per annum to assist in defraying expenses related to or resulting from the discharge of his official duties, to be paid in equal monthly installments," is hereby repealed, effective on the day on which the Eightieth Congress convenes.

(d) The sentence contained in the Legislative Branch Appropriation Act, 1947, which reads as follows: "There shall be paid to each Senator after January 1, 1946, an expense allowance of \$2,500 per annum to assist in defraying expenses related to or resulting from the discharge of his official duties, to be paid in equal monthly installments," is hereby repealed, effective on the day on which the Eightieth Congress convenes.

Mr. LAUSCHE. I repeat that from \$12,500 to \$30,000 is a \$17,500 increase since 1945, or 140 percent.

If those who challenge me—and I see them on the floor—can find any written law, and not their memory, I wish they would find it and show it to me.

Mr. PROXMIRE. Mr. President, before I yield further, in order that we might have some order in this debate, I would ask other Senators who ask me to yield, to make their statements brief, if they would, or wait until I yield the floor. Then, if they want to carry on a debate, they can carry it on themselves. The way this debate is being conducted now, with this Senator farming out the floor, is not an orderly way to proceed.

Mr. MANSFIELD. Mr. President, would the Senator consider a time limitation on a vote on the amendment?

Mr. PROXMIRE. If the Senator from Ohio is willing.

Mr. LAUSCHE. I object.

Mr. MANSFIELD. We will be here late on this one amendment.

Mr. LAUSCHE. No. I object because I found myself running out of time on every occasion when an important vote was up.

Mr. PROXMIRE. If the Senator from Ohio would yield for a minute, I think the Senator from Montana only mentioned a time limitation on my amendment. Is that correct?

Mr. MANSFIELD. That is correct. As far as I am concerned, it does not make a bit of difference to me. I know what I shall do. The Senators can speak from now until doomsday. I shall still vote the same way. We shall stay late tonight. If the Senators do not want to get on to a vote on the amendment, it is no skin off my nose.

Mr. PROXMIRE. I will accept any limitation that the majority leader wants



to impose. Would the Senator from Ohio be amenable?

Mr. LAUSCHE. I would be willing to talk about it.

Mr. PROXMIRE. Would the majority leader propose a time limitation on this one amendment alone?

Mr. MANSFIELD. Mr. President, I would like, on this one amendment, to propose that we vote on this amendment at 6 o'clock.

Mr. PROUTY. Mr. President, reserving the right to object, I have a substitute to this amendment. I do not like to delay it. It will not take me very long. But I want to protect myself.

Mr. MANSFIELD. Excuse me.

Mr. PROXMIRE. I yield to the Senator from Oklahoma.

Mr. MONRONEY. Mr. President, on page 217 of the Senate hearings on the Federal pay legislation, it is shown that the pay scale of 1946 was \$15,000, the total compensation being \$15,000. According to footnote 5, this includes a \$2,500 expense allowance which was tax free until 1953, when it was made taxable under the provision of the Revenue Act of October 20, 1951.

This allowance was discontinued effective March 1, 1955, by the same legislation which increased the salary rate for Members of Congress to \$22,500. So, the record is absolutely clear that the pay that Members received was a total of \$15,000, \$2,500 of which was tax free at that time.

It was tax free at that time and it was changed by the Revenue Act of 1951 and made subject to the normal income tax. So we are talking about a salary of \$15,000 up to 1955, at which time it was changed to \$22,500.

Mr. PROXMIRE. Mr. President, I yield to the Senator from West Virginia.

Mr. RANDOLPH. Mr. President, I rise briefly in order that the record may be corrected in connection with the statements made by my distinguished colleagues, from Wisconsin [Mr. PROXMIRE] and New York [Mr. KEATING], to the effect that the hearings disclose no compelling arguments for increases for the Members of the Congress of the United States.

I refer to May 18 of this year when the distinguished minority leader, the Senator from Illinois [Mr. DIRKSEN], appeared before our committee.

Mr. PROXMIRE. If the Senator will permit an interruption, I should like to say that the Senator from Wisconsin specifically mentioned the junior Senator from Illinois [Mr. DIRKSEN] and said that he did make an appearance on congressional salary increases. As usual, it was very effective and eloquent appearance. But I said that that was the only appearance in favor of the congressional increase that I could find. And that appearance was not documented. So far as I can find, no organization appeared to document and support specifically the proposed congressional pay increase.

Mr. RANDOLPH. The Randall Commission had done so. The Senator from Illinois [Mr. DIRKSEN] referred to that study. I did not hear all of the Senator's prepared speech of today. I only heard him say in his colloquy with the

Senator from New York [Mr. KEATING] that there had been no argument advanced during the hearings for a congressional pay increase. I heard that only a few moments ago. I repeat a very valid argument was made by the Senator from Illinois [Mr. DIRKSEN] before our committee. President Lyndon Johnson has effectively and energetically advocated an increase for Members of Congress. Perhaps there are a few Senators who voted to decrease their salaries while they were Members of the Congress of the United States. In 1933 I served with the Senator from Illinois [Mr. DIRKSEN], as Members of the House. I voted to decrease our salaries to \$8,500 a year. So from time to time we have the opportunity and the responsibility to act. We are charged by the Constitution of the United States with setting our salaries. It is a task we must meet by law.

I find no fault with any Senator who disagrees with our committee in its bill. However, I remind the Senate that the Senator from Illinois advocated not the \$7,500 increase included in the recommendation of the Senate Committee on Post Office and Civil Service and as contained in the measure. He recommended an increase to \$10,000. I think that point should be included as a part of the RECORD. I emphasize that I have no disposition to argue with a colleague on this subject. It is a challenge that, very frankly, we should vote on. The Senator from Montana [Mr. MANSFIELD] has said, in essence, that in a few minutes or a few hours we will vote as we believe. I believe any Senator knows whether he or she will vote for or against an increase.

Mr. PROXMIRE. The Senator is perfectly right when he says that the committee did exercise discretion in not going as high not only as the Senator from Illinois [Mr. DIRKSEN] recommended but as high as the Randall Commission recommended.

The President of the United States also recommended a \$10,000 increase for Members of Congress. I am not saying that the committee was particularly excessive, but I do say that neither in the hearings nor in the report of the Randall Commission—and I have the report beginning on page 12 of the hearings—could I find any justification for the proposed congressional increase except, as the Senator from New York so well said, it was a free ride on the increase for the executive and the judicial branches. There was no specific justification for the proposed congressional pay increase.

Mr. RANDOLPH. Mr. President, will the Senator yield further?

Mr. PROXMIRE. I yield.

Mr. RANDOLPH. Is it not true that in the opinion of the Senator from Wisconsin each and every Senator knows exactly whether he or she will vote for or against the proposed congressional pay increase?

Mr. PROXMIRE. Yes, indeed. That is why I was ready to vote on the question some time ago and why I was ready to agree to a request for a time limitation on the debate as proposed by the Senator from Montana [Mr. MANSFIELD].

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. LONG of Louisiana. I believe the proposed pay raise is justified, and I shall vote for it.

I have in my hand my income tax return, which Senators are free to look at. The return has been checked by representatives of the Federal Government. I have been one of the guinea pigs.

In my 1960 return I have itemized my deductions. The Government looked over the return. They disallowed about \$100 or \$200, I believe, by the time they got through examining the returns.

On the return I have listed such expenses as my home office expenses; additional telephone and telegraph; public service broadcast, in connection with which I paid for the film, although the station ran it free of charge as a public service; publication clipping service, so that I could see what a low rating I have been getting from the newspapers in my State, and occasionally a complimentary remark; photographs sent out to someone who thought enough of me as to wish a picture that they could hang on the wall; petty cash for the office staff, and that sort of thing; entertaining constituents; dues to professional organizations; unreimbursed office expenses that I incurred.

All of those expenses add up to \$28,078. My salary was not exactly \$22,500 because I received some additional allowances, such as postage, on which I made a little money. Some allowance should be made for that. I grossed \$24,000 and my expenses were \$28,078. So the best I can make of it is that I was \$4,000 in the red.

Those figures demonstrate that I have not allowed anything to send my daughter to college. No allowance has been made to operate my home in Louisiana. The figures did not allow for transportation back and forth from home to office and personal expenses. Nothing of that sort is included.

What I have stated is what I can deduct because I had the expenses that go with being a U.S. Senator.

Last year I made out better. I think I actually came out better by about \$3,000. But I am the lowest paid man in my office. In other words, by the time the expenses are considered, the boy who runs errands between my office and the Senate Chamber is paid twice as much in terms of net income, as I am paid.

Mr. President, I believe I should make a few dollars out of the job. It is most difficult for the Senator from Louisiana to explain to his wife why he is serving for a minus income. I am donating my services because I love the country and the job.

Some Members of Congress are bachelors and some have children who are away, supporting their own families, and are doing so adequately.

Mr. President, I am having prepared an amendment which I shall offer, which will provide that before a Member of Congress receives the proposed pay raise, he will sign a statement, first, that he is



of the opinion that his services justify his receiving the proposed pay raise.

Second, that unless he receives the pay raise, he will not be able to meet his essential expenses of providing the services that he is trying to provide for his State, his constituents, and his Nation as a Senator. If he really did not believe that, and if he could not subscribe to that statement, he would not receive the increase. For example, he may be like my friend on the House side, whose name I shall not mention, even though he makes no secret of his attitude. According to his own statement, he gives his entire salary to the church. After he pays his taxes, whatever he has left over he gives to the church. He is working for God and the country. If all we are doing is acting upon a proposed pay increase in order that Members of Congress may donate more to the church, I could not go along with the proposal because it would violate the principle of separation of church and state. [Laughter.]

We should not pass a pay raise bill which would merely put more money into a church's till.

But if some Member of Congress has need of the increase in order to provide the service that is expected of him and that he would like to provide for his constituents, then he should be able to state that he is worth that amount of money to the country for the services he is rendering and that the expenses he incurs actually justify his receiving the increase. I would not require that a man make money in his private endeavors in order to carry the expenses of being a U.S. Senator. The salary should be adequate so that one could give up his law practice, if that were his sole source of income, in order to serve his country as a Senator. On that basis I expect to vote for the bill.

Mr. PROXMIRE. Mr. President, the Senator from Louisiana has said that in 1960 his expenses were \$28,000. Obviously the proposed \$7,500 increase would not be nearly enough. On that basis it could be argued that if our salary were \$40,000 it would not be sufficient.

We are outgoing people. We love to entertain our constituents, to serve our constituents, and to report to our constituents. We would find ways of spending that much and more. But this kind of spending is voluntary. It is usually political. And it is frequently self-serving.

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. LONG of Louisiana. My amendment would make it possible for my friend from Wisconsin to be a cutrate Senator. He could say, "If the people up there don't want me, they can vote for someone else, but I come cheaper." [Laughter.]

Let us consider some Members who are not really worth the money paid. They attend only about half the rollcalls. They would not need to certify that they were worth the money. They could then do their job at a lower figure. They could say, "I have not done much. I have not been very constructive, but look at all the money you are saving

with me in Congress. It will not cost you much to have me around." A man could be a cutrate Member of Congress under my amendment. [Laughter.]

I hope there will be some. I am satisfied that there are some Members of Congress who are not worth that money.

On the other hand, the last two Presidents of the United States have been Members of the Senate. My guess is that as Senators they worked as diligently to discharge their duties to our country as they did when they were President. When President Lyndon B. Johnson was sitting in the seat now occupied by the Senator from Montana [Mr. MANSFIELD], he tried to serve his country as well as he is now doing in the White House, although now he receives in pay several times what he made then as a Senator.

Mr. President, unless I miss my guess, though it is the same man, he is worth a great deal more money because it was the decision of the people to put him where he is.

Some of these people are being very inadequately paid, while other people are being paid too much. I am going to offer an amendment that will leave it to the conscience of Members of Congress as to whether they should get such pay or not.

Mr. PROXMIRE. I shall be delighted to vote for the amendment of the Senator from Louisiana. I am sure all 100 Senators will feel free to vote for it. When it becomes law we can cheerfully sign to the effect that our services justify our salaries, and that our services are essential to the Nation.

I said before that I thought the services of Senators are worth \$50,000 or \$100,000, but we know that we do not have to increase the pay of Senators to persuade them to serve here. There is much competition, outstanding competition—too strong competition—for this office. Therefore, there is no justification for paying a salary increase of a whopping one-third when a Congressman already makes more than what 98 percent of the people of America receive.

The Randall Commission made the case for the executive department. It did not make a case for Members of Congress.

Mr. WILLIAMS of Delaware. Mr. President, will the Senator yield?

Mr. PROXMIRE. I yield.

Mr. WILLIAMS of Delaware. Perhaps the amendment of the Senator from Louisiana, instead of providing that a Member should certify as to what he thinks he is worth, should provide that the people back home should say how much they think he is worth.

Mr. PROXMIRE. That would be a dangerous amendment.

Mr. WILLIAMS of Delaware. I want to support the Senator from Wisconsin in his pending amendment. I think a pay raise for Members of Congress should be decided on its own merits, without being a coattail rider to this bill. Some employees of the Government will be getting less than a 1.6-percent increase. I do not know why we should hook on a 33⅓-percent increase for Members of Congress as a rider to this

bill. I think a pay raise for Members of Congress should be considered as a completely separate bill. I would like to support portions of the pending bill.

There is nothing in the law which requires a Member of Congress to spend \$8,000, \$10,000 or \$15,000 to advertise himself and to help get himself reelected. If Members of Congress want to be reelected they should pay for it out of their own pockets, the same as our opponents are required to do.

I am in favor of the cost-of-living increase proposed in this bill for the postal workers and other civil service workers. This amounts to a raise of from 2 to 5 percent.

If the pay for Members of Congress is increased by 33⅓ percent it also has a mathematical effect of increasing the retirement benefits by 6½ percent for each year for the next 5 years. This should certainly be taken into consideration when the retirement fund already is insolvent.

Certainly the proposal to raise salaries of Members of Congress should be dealt with in a separate bill rather than hooked onto this bill as a coattail rider.

In line with what the Senator from Ohio has said, there seems to be an argument as to what the congressional salaries were in prior years. In 1946 congressional salaries were \$10,000, beginning in 1947 the congressional salaries were \$12,500 plus \$2,500 expense allowance, the latter item being tax free.

In 1953 I introduced the amendment which made that \$2,500 allowance taxable. This made the whole \$15,000 salary taxable.

In 1954 there was another increase of 50 percent, to \$22,500.

So, mathematically, Members of Congress had a 50-percent increase in dollar income in 1947 and another 50 percent increase in 1954, and the present proposal would be a 33⅓ percent on top of that, which means that if the bill is passed Members of Congress will be receiving a 300 percent increase over and above what they were receiving in 1946. Congressional retirements are increased at an even larger percentage under these bills.

I think these facts should be dealt with and pointed out when an attempt is being made to hook an increase onto a pay bill which increases the pay of the average Federal employees from 2 to 5 percent. This proposal should be separated and made on its own merits. If it cannot be supported on its own merits it should not pass.

I shall support the amendment of the Senator from Wisconsin which would strike from the bill all proposed increases for the legislative branch. If this is successful I will support the other provisions of the bill. But if they are kept tied together I shall not vote for the bill.

When Congress has balanced the budget but six times in the past 35 years I do not think we merit a raise of the proportions suggested here.

Mr. PROXMIRE. I thank the Senator from Delaware. He is correct when he says that this congressional salary increase is strictly a coattail rider. There is no question that if a congress-



sional pay raise were proposed by itself, it might face quite a different fate than what is now proposed.

Mr. PROUTY. Mr. President, I ask unanimous consent that I may suggest the absence of a quorum, without losing the floor.

The PRESIDING OFFICER. Without objection, it is so ordered, and the clerk will call the roll.

The legislative clerk called the roll, and the following Senators answered to their names:

[No. 457 Leg.]

|              |               |                |
|--------------|---------------|----------------|
| Aiken        | Hruska        | Monroney       |
| Allott       | Inouye        | Morse          |
| Beall        | Johnston      | Morton         |
| Bennett      | Jordan, Idaho | Moss           |
| Burdick      | Keating       | Mundt          |
| Carlson      | Kuchel        | Nelson         |
| Church       | Lausche       | Prouty         |
| Clark        | Long, La.     | Proxmire       |
| Cotton       | Mansfield     | Randolph       |
| Douglas      | McClellan     | Scott          |
| Fulbright    | McGovern      | Sparkman       |
| Gore         | McIntyre      | Thurmond       |
| Hart         | McNamara      | Walters        |
| Hickenlooper | Mechem        | Williams, Del. |
| Holland      | Miller        |                |

The PRESIDING OFFICER (Mr. NELSON in the chair). A quorum is not present.

Mr. MANSFIELD. Mr. President, I move that the Sergeant at Arms be directed to request the attendance of absent Senators.

The PRESIDING OFFICER. The question is on agreeing to the motion of the Senator from Montana.

The motion was agreed to.

The PRESIDING OFFICER. The Sergeant at Arms will execute the order of the Senate.

After a little delay Mr. ANDERSON, Mr. BARTLETT, Mr. BIBLE, Mr. BREWSTER, Mr. BYRD of Virginia, Mr. BYRD of West Virginia, Mr. CANNON, Mr. CASE, Mr. COOPER, Mr. CURTIS, Mr. DIRKSEN, Mr. DODD, Mr. DOMINICK, Mr. EASTLAND, Mr. ELLENDER, Mr. GOLDWATER, Mr. GRUENING, Mr. HARTKE, Mr. HILL, Mr. HUMPHREY, Mr. JAVITS, Mr. JORDAN of North Carolina, Mr. LONG of Missouri, Mr. MAGNUSON, Mr. MCCARTHY, Mr. MCGEE, Mr. METCALF, Mr. MUSKIE, Mrs. NEUBERGER, Mr. PASTORE, Mr. ROBERTSON, Mr. RUSSELL, Mr. SIMPSON, Mrs. SMITH, Mr. STENNIS, Mr. SYMINGTON, Mr. TALMADGE, Mr. TOWER, Mr. WILLIAMS of New Jersey, Mr. YOUNG of North Dakota, and Mr. YOUNG of Ohio entered the Chamber and answered to their names.

Mr. HUMPHREY. I announce that the Senator from Oklahoma [Mr. EDMONDSON], the Senator from North Carolina [Mr. ERVIN], the Senator from Washington [Mr. JACKSON], the Senator from Rhode Island [Mr. PELL], the Senator from Connecticut [Mr. RIBICOFF], the Senator from Florida [Mr. SMATHERS], the Senator from Texas [Mr. YARBOROUGH], and the Senator from Arizona [Mr. HAYDEN] are absent on official business.

I further announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

Mr. KUCHEL. I announce that the Senator from Delaware [Mr. BOGGS] is absent to attend the funeral of a relative.

The Senator from Hawaii [Mr. FONG], the Senator from Kansas [Mr. PEARSON] and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

The PRESIDING OFFICER. A quorum is present.

Mr. PROUTY. Mr. President, I send to the desk an amendment in the nature of a substitute and ask that it be read and given immediate consideration.

The PRESIDING OFFICER. The amendment will be stated.

The legislative clerk read as follows:

In lieu of the language contained in the pending amendment, insert the following:

"On page 114, strike out lines 17 to 24, inclusive.

"Beginning with line 5 on page 166, strike out over through line 2 on page 167 and insert in lieu thereof the following:

"Sec. 501. This act and the increases in compensation by this Act shall become effective on July 1, 1964."

Mr. PROUTY. Mr. President, on my amendment, I ask for the yeas and nays.

The yeas and nays were ordered.

Mr. PROUTY. Mr. President, I wish to advise Senators that I intend to speak briefly. If they will remain in the Chamber, perhaps we can vote in the near future.

The amendment would merely strike from the bill the provisions permitting increases in congressional salaries. There is much logic in some of the arguments to the effect that an increase in congressional salaries is needed. I remember reading in the New York Times magazine several months ago an article by a Member of the other body who was serving his first term in Congress. Formerly he had been a professor in a university. He said, if I recall the article correctly, that his university salary, which was about half the amount of his congressional salary, enabled him to get along much more comfortably and to save more at the end of the year than he could possibly have saved as a Member of Congress. There is much merit in that argument.

Yet people throughout the country have a feeling that the salaries which we receive as Members of Congress are high enough to enable us to live luxuriously. They fail to realize and appreciate the tremendous burden of expenses which the average Member of Congress must assume in his campaigns, his entertainment of constituents, his travel, and in many other ways—expenses which no business or professional man is faced with.

Despite these things, we cannot blink the fact that we knew what the office paid when we sought it. Nor can we deny that millions of other Americans are forced to live, day by day, on the tiniest fraction of our own incomes.

The disabled worker, the unemployed family man, retired folks living on meager pensions—all of these know what it means to tighten their belts and to go without things they might like to have or which they actually need.

At present, however, the Federal budget is far out of balance. It is likely to be out of balance for some time. Should we not in such circumstances

establish some list of priorities, some catalogue of claims and rights, that ought to take precedence over our own?

Let there be an increase in congressional pay, but let it come on that day when social security benefits, compensation for the disabled, and aid to the unemployed are at adequate levels of decency.

Let it come when our Federal financial house is in order and when we have taken care of first priorities first.

Many Members of the Senate and House feel that they need and can justify a pay increase; but who among us would deny that there are others who need help much more than we do?

The argument may be made that if my amendment in the nature of a substitute were adopted, it would make it possible for members of the legislative staffs to receive greater compensation than is paid to Members of Congress. However, if my amendment in the nature of a substitute is approved, I shall offer a second amendment which would make it impossible to increase staff salaries beyond \$22,000. Thus, staff would not be entitled to more compensation than is being paid to Members of Congress.

That is all I wish to say. I am ready to vote at any time.

Mr. PROXMIRE. Mr. President, will the Senator yield?

Mr. PROUTY. I yield.

Mr. PROXMIRE. Do I correctly understand that the Senator's amendment in its present form would limit all staff increases to the maximum of the salaries paid to Members of the Senate and House?

Mr. PROUTY. No; the second amendment would do that.

Mr. PROXMIRE. The first amendment, however, would bar an increase for Members of the Senate and House. In other words, their salaries would remain at \$22,500. It would permit the compensation of the Librarian of Congress, the Public Printer, and the Architect of the Capitol to go to \$26,000; it would permit the salary of the Deputy Librarian of Congress to go to \$24,500; and would permit the compensation of the Secretary of the Senate, the Sergeant at Arms of the Senate, and the legislative counsel of the Senate to go to \$27,500?

Mr. PROUTY. The Senator is correct; but, as I have explained, I shall offer a second amendment, in case my amendment in the nature of a substitute is approved.

Mr. PROXMIRE. If the amendment of the Senator from Vermont were rejected, it would mean that the entire legislative title of the bill, title 2, could be eliminated, and no increases would be provided for members of the legislative branch?

Mr. PROUTY. No, indeed.

Mr. PROXMIRE. If the amendment of the Senator from Vermont, which is a substitute for the amendment of the Senator from Wisconsin, does not prevail, the Senate will have before it the amendment of the Senator from Wisconsin, which simply deletes title 2 and



eliminates legislative increases. Is that correct?

Mr. PROUTY. That is correct.

Mr. MILLER. Mr. President, I think we are putting the cart ahead of the horse with respect to the amendment. If we adopt the Prouty amendment in the nature of a substitute, and if we then defeat the second Prouty amendment, we shall be in a rather ludicrous situation.

Furthermore, if we adopt the Prouty amendment in the nature of a substitute and then adopt the second Prouty amendment, or if we adopt the Proxmire amendment, consider the situation that will confront us.

On page 115 of the bill, provision is made for the salaries of Cabinet officers at \$35,000.

On page 116, salaries of \$30,000 are provided for such persons as the Administrator of Veterans' Affairs, the Administrator of the Housing and Home Finance Agency, the Chairman of the Council of Economic Advisers, and the Director of the U.S. Information Agency.

On page 117, salaries of \$28,500 are provided for the Deputy Postmaster General and, among others, the Deputy Administrator of Veterans' Affairs and the Director of the Peace Corps.

Beginning on page 20, salaries of \$27,000 are provided for the Deputy Administrator of General Services; six Assistant Administrators of the Agency for International Development; four Regional Assistant Administrators of the Agency for International Development; the Deputy Director of the Peace Corps; Counselor of the Department of State; Legal Adviser of the Department of State; Governor of the Farm Credit Administration; Inspector General, Foreign Assistance; members of the Board of Directors of the Tennessee Valley Authority, and many others.

I note that, beginning on page 124, salaries of \$26,000 are provided for other types of Federal appointees, such as the Administrator of the Agricultural Stabilization and Conservation Service, Department of Agriculture; the Administrator of the National Capital Transportation Agency; four Deputy Administrators of the Small Business Administration; Associate Deputy Administrator of the National Aeronautics and Space Administration; Deputy Associate Administrator, National Aeronautics and Space Administration; Chief Forester, Forest Service; Chief Postal Inspector; Chief, Weather Bureau, Department of Commerce; Commissioner of Fish and Wildlife Service, Department of the Interior; Chief Commissioner, Indian Claims Commission; two Associate Commissioners, Indian Claims Commission; and such other persons as Associate Director for Volunteers, Peace Corps; Associate Director for Program Development and Operations, Peace Corps.

One would think there would be a few volunteers in the Peace Corps headquarters.

Another such position is that of Fiscal Assistant Secretary of the Treasury.

Hundreds of such people would be drawing salaries considerably higher than the salaries of Members of Congress.

This is a very unfair, unwise, and stupid move. Do not think that we shall be fooling the folks by taking such a step. I doubt whether any votes would be gained by such a move as this.

If Senators do not want to ride in on the coattails of the Post Office and Civil Service employees, the thing to do is not to provide salary increases for the judiciary and executive branch, including the hundreds of people to whom I have been referring, and for all Members of Congress. Then take up a separate bill. Let those stand on their own merits. I have not had the floor very long. Many Senators will please face it and not suggest a vote at this time because I am perfectly capable of going for a long time; but I am going to say something on this subject, because I believe there is much—

The PRESIDING OFFICER (Mr. NELSON in the chair). The Senator will suspend. The Senate will be in order.

The Senator may proceed.

Mr. MILLER. I thank the Chair.

I believe there is a little bit of what we might call, very politely, window dressing in the Chamber, in discussing this bill.

The Senator from Ohio pointed out a certain position for Members of Congress that has occurred in the past few years. I wish that the Senator from Ohio had given us a comparable list of increases in salaries of the various officials which I have read off, as well as the Federal judiciary.

Let us treat everyone alike, instead of singling out Members of Congress.

Mr. LAUSCHE. Mr. President, will the Senator from Iowa yield?

Mr. MILLER. I yield.

Mr. LAUSCHE. Examination of the record will show that pay raises have gone on in extravagant fashion with all except the lower class of employees. The proportion of the increase may not be so great for commission members, board members, judges, and others, as it is for Senators.

Mr. MILLER. In many cases, it will be found to be about the same. I believe that the RECORD should show this.

Mr. LAUSCHE. I directed my remarks to the amendment of the Senator from Wisconsin because it dealt only with the legislative branch, but I believe that my remarks are just as effective against the judiciary, board members, and others.

I read in the newspaper the other day that an exhibitor of a foreign country at the New York World's Fair had to pay \$150 to get a clogged sink loosened.

If we keep passing this kind of pay raise, how will we ever stop the inordinate and extravagant demands that will come in from all over the country?

If we begin to give ourselves this huge pay raise, will anyone dare to open his mouth against inflationary measures?

We recommend 3.2 percent as a general pay increase, but we are going to give ourselves 33 1/3 percent over the \$10,000 which we gave ourselves in 1955.

I agree with what the Senator from Louisiana [Mr. LONG] said 2 hours ago: How can we do it?

This haste for a vote, this shouting to vote, seems to me to be an indication that we wish to drop the curtain as quickly as we can so that our voices will not go out to the country on what we are doing here.

Mr. MANSFIELD. Mr. President, will the Senator from Iowa yield?

Mr. MILLER. I am happy to yield to the distinguished majority leader, the Senator from Montana [Mr. MANSFIELD].

Mr. MANSFIELD. Mr. President, I find it a little difficult to understand why we are so anxious to pick on ourselves all the time, and so loath to say anything about the executive branch downtown which will get the large raise that is contemplated in this bill. They have got cars and chauffeurs.

How many Senators in the Chamber have cars and chauffeurs?

What kind of people are we?

Do we have a position of importance, or do we not?

Do we have to fight for a job, or are we appointed?

There are too many Senators who are picking on Members of their own body, finding fault with ourselves.

We are all for the "little guy." No one wishes to do anything to hurt him. But, now we have something directed against us. We are getting too much. We knew what the salary would be when we ran for office. Of course we did.

The responsibility for raising our pay, or as the Senator from West Virginia said, for lowering our pay, lies with us. We have to make that choice. We have to go back home and tell the people what we did or did not do.

I wonder what kind of people we are.

Mr. JAVITS. Mr. President, will the Senator from Iowa yield?

Mr. MILLER. I am glad to yield to the Senator from New York.

Mr. JAVITS. Mr. President, I rise only because of what the majority leader has just said. I should like to sustain him. I shall vote against these amendments. I shall be happy to explain it to my people.

With respect to an increase in salary, as a Senator, I have always spent more than I have received in salary. I probably always will, due to the requirements of this position.

As a Senator from New York, with the manifold accompanying duties imposed, many of which, the Senator from Illinois [Mr. DOUGLAS] has listed, I have incurred substantial expenditures for research, living in Washington, and travel.

Mr. President, our job as U.S. Senators, is to earn what we receive. We should make no apology for it. We are entitled to a decent living. I have been on many boards of corporations. I was a lawyer representing substantial businesses long before I was a Senator or Representative. During those days, we would be delighted to pay \$30,000 or \$35,000 a year to a good branch manager of a bank, or to a vice president, or to the manager of a modern industrial plant provided that he did a good job.

The majority leader is absolutely right, we should not be apologizing. We should be determined to stand up in a refreshing way, which the American



people will like, and respect. We should say "yes," we are going to pass this pay bill as it was reported by the Post Office and Civil Service Committee because on the scale of salaries paid modern business executives, we are worth it.

I am 60 years old. I have been a successful lawyer. I have earned three times what I shall receive as a Senator at \$30,000 a year. I need apologize to no one. There is no need for any other Member of this body to do likewise.

What we should resolve is that we will do a good job, and that we will do the job which is fully worthy of the pay we shall receive.

I am sure that the American people will be refreshed by the fact that we will face our responsibilities in that way.

A Senator is entitled to a decent and a dignified living.

It is impossible to earn a decent and a dignified living unless we do something about a pay adjustment in light of modern conditions.

One other point; we have a major role in the operation of the \$100 billion business of the running of the Federal Government. Let no one forget that. We and the other body are the "board of directors" of that business. It is the greatest business mankind has ever conjured up.

It seems to me that we should be able to make ourselves worthy of this salary increase to the American people.

We must not compare ourselves with those earning \$4,000 to \$5,000 a year, as the Senator from Wisconsin [Mr. PROXMIRE] and the Senator from Vermont [Mr. PROUTY] propose, and that we reduce our pay to that level. Of course not. We demean ourselves in the eyes of the country.

We need only compare ourselves with those of commensurate responsibility.

I believe that \$30,000 a year is a very fair salary—very fair. I am fully prepared to justify it to any fairminded jury of Americans in my State—or in any other State of the Union.

Mr. DIRKSEN. Mr. President, will the Senator from Iowa yield?

Mr. MILLER. I am glad to yield to the Senator from Illinois.

Mr. DIRKSEN. Mr. President, I believe that the whole case is misstated in discussing congressional salaries.

We are not appropriating money or authorizing it for EVERETT DIRKSEN or for BARRY GOLDWATER or for JACK JAVITS or for WIN PROUTY. This authorizes the money that shall be paid for the office that we occupy.

If the people back home do not believe we are worth it, it will not take them very long to haul us back from Washington.

It is about time for us to recognize the fact that this authorizes pay for an office which is set up under the Constitution of the United States.

Tragically enough, this is one of the unsolved problems in the Constitution of the United States, because it provides that the remuneration of Senators and Representatives shall be ascertained by law.

What is the lawmaking body? Congress is the lawmaking body.

We have no choice. We have authority over the President's salary. We have authority to fix the salaries of judges, except that we cannot reduce them. We have authority over the salaries in Government, and we have the vexing task of fixing our own salaries.

It is about time for us to face the issue.

What is the Senate going to look like, when the House of Representatives by a majority of 87 has put this pay raise for Representatives in the bill—and if I had it to do, it would be larger—believe me. But what is going to be the comparison?

It will be said, "They have some guts in the House of Representatives, but the Senate would not stand up to it."

I had something to do with this bill twice before. The Senator from Oklahoma [Mr. MONRONEY] will remember that in 1946 in the formulation of the Reorganization Act, when he was vice chairman of the committee, a pay raise and a retirement system were provided. Did we receive any backlash? Certainly we did not. I offered a resolution in 1954 to set up the Segal Committee of 18 persons.

They made their report. And then we had to discount their report. I am sorry I ever let it happen without making a protest. But timid people said, "Cut it \$2,500." And I let them talk me into it, for which I am sorry. We have the same thing now. It is said, "If we cut it just a little, maybe you can take it." I did not find that the electorate took any exception to it particularly. Then we raised it. Now, I suppose, judging from the remarks of my distinguished friend from Ohio, we are far ahead of the game.

Will my friend from Iowa bear with me a few minutes?

Mr. MILLER. I yield.

Mr. DIRKSEN. We started in 1789, when Representatives and Senators received \$6 a day when they attended a session. A farmer receives five times that much today.

In 1815, 26 years later, an annual salary of \$1,500 was finally set. We had to wait 26 years to catch up. Think of it. We do not see workers doing that when collective bargaining is involved.

In 1817, the rate was placed at \$8 a day.

In 1855—38 years later—there was a change in congressional salary. It then became the munificent sum of \$3,000 a year.

In 1865, the last year of the war, it was placed at \$5,000.

Six years later, it was set at \$7,500. They never did catch up.

Then, in 1874, what was done? The rate was reduced back to \$5,000.

In 1907—31 years later—the salary of Members of the House and Senate was raised. Then, it went back to \$7,500.

In 1925—they had to wait 18 years for the next pay raise. The salary was set at \$10,000.

So there have been only four increases since the Civil War—a period of 99 years. Just think of it. When we talk about reducing our salaries, or removing them from the bill, we demean our own bodies. I will not do it. If my people want to drag me back home, they can do so. I have defended these pay raises before. And I intend to do so again.

The Senator from Ohio raised the question about how this proposal compared with the situation of employees in Government. I have a statement from the Budget Bureau. They took as a base the postal clerks, and, taking grade 4, carried through a comparison with congressional salaries from 1935 to 1964.

That is a period of 29 years. And what was the aggregate? The employees received a total increase of 194 percent. The Representatives and Senators received a 170 percent increase. We never did catch up. And it is about time for us to catch up.

If we want to put it on a base of productivity and take 3.2 percent as a productive level from 1955 to 1964, even on that basis, our pay ought to be \$31,000.

In 1935, when I was in the House, our pay was \$10,000. How much income tax did we pay? \$188. So, after taxes we had about \$9,800 left.

The purchasing power of the dollar then was 100 percent. So we can say that out of our salary in 1935 dollars, we had a purchasing power of \$9,800.

What was it in 1955? We went up to \$22,500. Deductions for living expenses were \$3,000. The net salary was \$19,500. The income tax was—not \$188—but \$3,954. After taxes, what did we have left? \$15,500. The purchasing power of the dollar had dropped to 51.3 percent. So, how much did we have left out of \$22,500 in terms of 1935 dollars? We had \$7,975 left—infinite smaller by nearly \$2,000 than we had in 1935.

In this bill, a salary of \$30,000 is proposed. There would be deductions of \$3,000 and a net salary of \$27,000. The income tax will be—not \$188—but \$5,532. After taxes, what have we left out of \$30,000? \$21,468.

The purchasing power of the dollar as of now is 44.4 percent. The purchasing power of our salary in 1935 dollars is \$9,532. We are \$400 behind what we received at \$10,000 in 1935.

If one questions the figures, call up the Deputy Director of the Budget, call up the Director of the Civil Service Commission. They will supply a copy of the figures.

Any way we take it, this increase for Members of Congress ought to be larger than that which is provided for in the bill. I am not going to modify it. But I hope we shall not face this issue with a degree of timidity and let the ballot-box scare anyone. JOE EVINS, of Tennessee, made a count of every House Member who voted for the House increase in salary in 1955. Not a Member who voted for it who was defeated was at the polls.

Is it not about time that we assert our own prestige and take our place in the sun of government?

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. DIRKSEN. We do not hear the executive branch mentioned the opponents take on their own branch. It will not pay off at all.

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. DIRKSEN. Let me tell Barkley's story and then I shall yield.

It will be remembered that when Barkley went home, an old fellow told



him: "I voted for you. I am not going to vote for you again." He said, "Why not?" The fellow said, "I am not going to vote for a stupid guy who voted not to increase his salary when he was entitled to it."

Now I yield.

Mr. MILLER. Mr. President, I have the floor.

Mr. LONG of Louisiana. Mr. President, I ask unanimous consent that the Senator might yield to me for one brief statement.

Mr. MILLER. I yield.

Mr. LONG of Louisiana. The Senator from Illinois mentioned a comparison of the situation in 1964 with that existing back in 1935. The Senator did not mention that in 1935 Congress stayed in session for 5 months on an average in the year. The Members of Congress had 7 months in which to practice law. Two-thirds of the Members of the Senate were lawyers. My father made a lot more money as a lawyer than as a Senator. As a matter of fact, as I remember it, my mother told him that he could not afford the job. He replied: "Congress is going to raise the pay." The first thing they did was to cut the pay when they got in.

Mr. DIRKSEN. I remember that. I was on a couple of investigating committees, and from one end of the year to the other, I was scarcely at home. This is a 12-month job, any way we take it.

Go back home and see what happens. Constituents will make a beaten path to the offices or to the homes of Senators, or wherever they can find them, because the world is full of business which is somehow localized and centralized in this body.

Every amendment that has been offered—and there are 8 or 10 of them—ought to be voted down by the Senate, because they degrade this body. We ought to have short shrift of it and take some pride in the fact that we are attaching a paycheck to a job and not to the person who is in it. Let the people decide whether he has earned it or not. I am sorry. I thank my friend.

Mr. MILLER. The Senator need not be sorry, because he has said as eloquently as any Senator why we should vote against the pending amendment. I repeat that all we have to do is to look at the pages in the bill to which I referred and look at the hundreds of Federal employees who would be drawing more pay than a Member of the U.S. Senate if the Prouty amendment and the Proxmire amendment are adopted.

Mr. McGOVERN. Mr. President, after careful thought, I have decided to vote against the congressional pay raise. I cannot in good conscience vote to increase my salary at a time when many of my constituents are financially pinched. So I will support the amendment to eliminate the increase in congressional salaries from the bill.

It is true that the cost of living in official Washington is very high. It is true that with five children to rear and educate, I have some financial anxieties with my present income. Each year, I must reach heavily into my salary, to cover the cost of travel to and from my

State. Each year, I must devote a part of my salary to postage, television films, radio tapes, and the entertainment of constituents, not covered by the office allowance.

But I cannot bring myself to vote to raise my pay, when thousands of farmers, ranchers, cattle feeders, businessmen, and working people are under as much or more financial pressure than I am. If the congressional pay raise is eliminated from the bill, I could then vote to raise the salary of other Federal workers and postal workers who are hard pressed to make ends meet. If the amendment to remove the congressional pay raise fails, however, I will vote against the entire Federal pay raise bill.

So far as I am concerned, I would rather see Congress provide adequate allowances for the operation of our offices, including travel allowance. We would not be in need of a salary increase if we did not find it necessary to devote so much of our salary to traveling back and forth to our States and to financing such costs as telephone calls, telegrams, and other costs that may run to several thousand dollars a year.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Vermont [Mr. PROUTY] in the nature of a substitute. On this question the yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from North Carolina [Mr. ERVIN], the Senator from Washington [Mr. JACKSON], the Senator from Rhode Island [Mr. PELL], the Senator from Connecticut [Mr. RIBICOFF], the Senator from Florida [Mr. SMATHERS], the Senator from Texas [Mr. YARBOROUGH], the Senator from Oklahoma [Mr. EDMONDSON], and the Senator from Arizona [Mr. HAYDEN], are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], and the Senator from Massachusetts [Mr. KENNEDY], are absent because of illness.

On this vote, the Senator from Connecticut [Mr. RIBICOFF] is paired with the Senator from Florida [Mr. SMATHERS].

If present and voting, the Senator from Connecticut would vote "nay" and the Senator from Florida would vote "yea".

I further announce that, if present and voting, the Senator from Washington [Mr. JACKSON], and the Senator from Rhode Island [Mr. PELL], would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Delaware [Mr. BOGGS] is absent to attend the funeral of a relative.

The Senator from Hawaii [Mr. FONG], the Senator from Kansas [Mr. PEARSON], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Massachusetts [Mr. SALTONSTALL] would vote "nay."

The result was announced—yeas 25, nays 60, as follows:

[No. 458 Leg.]

YEAS—25

Burdick  
Byrd, Va.  
Cannon  
Church  
Cooper  
Cotton  
Curtis  
Ellender  
Fulbright

Hartke  
Holland  
Hruska  
Keating  
Lausche  
Mecham  
Morton  
Moss  
Mundt

Prouty  
Robertson  
Scott  
Simpson  
Symington  
Thurmond  
Williams, Del.

NAYS—60

Aiken  
Allott  
Anderson  
Bartlett  
Beall  
Bennett  
Bible  
Brewster  
Byrd, W. Va.  
Carlson  
Case  
Clark  
Dirksen  
Dodd  
Dominick  
Douglas  
Eastland  
Goldwater  
Gore  
Gruening

Hart  
Hickenlooper  
Hill  
Humphrey  
Inouye  
Javits  
Johnston  
Jordan, N.C.  
Jordan, Idaho  
Kuchel  
Long, Mo.  
Long, La.  
Magnuson  
Mansfield  
McCarthy  
McClellan  
McGee  
McGovern  
McIntyre  
McNamara

Metcalf  
Miller  
Monroney  
Morse  
Muskie  
Nelson  
Neuberger  
Pastore  
Proxmire  
Randolph  
Russell  
Smith  
Sparkman  
Stennis  
Talmadge  
Tower  
Walters  
Williams, N.J.  
Young, N. Dak.  
Young, Ohio

NOT VOTING—15

Bayh  
Boggs  
Edmondson  
Engle  
Ervin

Fong  
Hayden  
Jackson  
Kennedy  
Pearson

Pell  
Ribicoff  
Saltonstall  
Smathers  
Yarborough

So Mr. PROUTY's amendment in the nature of a substitute was rejected.

Mr. JOHNSTON. Mr. President, I move to reconsider the vote by which the amendment in the nature of a substitute was rejected.

Mr. HUMPHREY. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

Mr. MORSE. Mr. President, I should like to have the attention of the Senator from Wisconsin [Mr. PROXMIRE] and the attention of the Senator from South Carolina [Mr. JOHNSTON], for a moment, because I need a little help and clarification. There are some aspects of this bill that disturb me very much, but, at the same time, I think most of the increases are justified.

Am I correct that, so far as the civil service workers are concerned, the increase for them is at a much lower percentage—somewhere between 3 and 5 percent—as compared with the percentage of increase for Cabinet officers, judges, and others in the so-called higher pay brackets?

Mr. JOHNSTON. That is true. It is higher.

Mr. MORSE. What is the difference?

Mr. JOHNSTON. The increase is about 33⅓ percent for Members of Congress and of the Cabinet. Does the Senator want the figures all the way to grade 1? The increase for that low grade is 2 or 3 percent, because those employees have received more frequent increases in the past.

Mr. MORSE. They have been receiving many increases, but the increases give those in the lower brackets an annual income of approximately how much?

Mr. JOHNSTON. For the classified employees, the grades go all the way



down to 1, and the increase there is very low.

Mr. MORSE. Many of them are in the salary bracket of \$8,000 or \$9,000, as compared with \$20,000 or \$30,000 in the upper brackets. Is that correct?

Mr. JOHNSTON. Yes.

Mr. MORSE. We must act on proposed legislation as it comes off the calendar. Sometimes the order in which it is considered is not what we would prefer. It is too bad that the Senate does not have before it the legislative appropriation bill ahead of the bill it is now considering. I have listened to some very interesting debate this afternoon about problems that confront Members of Congress in regard to salaries and costs and expenses of the job.

The so-called political expenses of the job certainly should not be borne, directly or indirectly, by the taxpayers. We sought the job, and we should be expected to pay the so-called direct and indirect political expenses of the job. Yet some of the speeches this afternoon surprised me a little in that they seemed to imply that we ought to give some consideration to the fixing of salaries based on what we have to pay for so-called political expenses.

However, there is a type of expense connected with the job that is based upon a formula which is applied that works many inequities within the Senate. I refer to the allowances that are granted for so-called office expenses, using as the determining factor the population of a State as compared with others, with not too much weight given to geographical distances, nor too much weight given to the actual difference in the business done as compared with other offices.

I do not want to engage in any personal discussion other than to say, for example, that some of us who come from States with relatively small populations are greatly limited in the expense allowance to our offices, but are put to much heavier expenses than are other Senators, for a variety of reasons. I suppose such a matter is determined to a great extent by the discussion of Senators.

I shall be brief when I make this statement, but for many years on the floor of the Senate I have said that I think the taxpayers are perfectly willing to pay for the legitimate expenses of a Senator's office in transacting Senate business.

I have not kept records on this matter, except for the past 12 years.

I plow back into my desk, and have for years, the equivalent of three honorarium speeches to pay the extra cost of transacting business in connection with long-distance telephone calls, telegrams, and airmail stamps, which run to \$800 to \$900 out of my own pocket.

I mention it now only because I hope that when the Senate considers the legislative appropriation bill this year, the Appropriations Committee will take a long look at the formula. I have insisted for years that if more money were to be allowed for the expenses of a Senate office, it should be on an accountable basis, and that accounting should be published for the benefit of the public.

Mr. JOHNSTON. Mr. President, if the Senator will yield, I invite his atten-

tion to the fact that the Senator from Oklahoma [Mr. MONRONEY] is present? He happens to be chairman of the subcommittee that handles the matter the Senator from Oregon is discussing. I merely wanted to call to the attention of the Senator from Oklahoma what the Senator from Oregon is discussing.

Mr. MORSE. It is important that we take care of the actual official Senate expenses of our offices rather than put Senators in the position where they do the business but pay for it out of their own pockets. I do not think the taxpayers expect that.

I wanted to make that point in this discussion. It does not have a direct bearing on the issue before us; it has an indirect one.

I do not know why there is this reticence to allow an accounted expense allowance which actually covers the official cost of operating the office of a Senator in serving the people of a State and of the Nation.

Mr. PROXMIRE. Mr. President, will the Senator yield?

Mr. MORSE. I yield.

Mr. PROXMIRE. I merely wish to say that I agree 100 percent with the Senator from Oregon. He is absolutely correct. In fact, I go further and say that a Senator from Hawaii or Alaska or Washington or Oregon has an enormous travel expense. The present allowance is for only three trips home. Under those circumstances it is very unjust. The way to handle the situation is not by way of a general salary increase but, as the Senator has implied, by permitting a Senator to be compensated for all the legitimate expenses of his office.

I shall support such a proposal in any way, shape, or form with regard to telephone and telegraph expenses. I agree that the taxpayers would understand such a proposal.

Mr. MORSE. Mr. President, the Senator is correct. There is some confusion between official duties and political interests. I recognize that fact. However, following the course of action that I follow in the Senate, if I did not go home at least one weekend a month, I would not have any political boards left on my fences back home. One does not go home one weekend a month free of expense.

I see my good friend the Senator from Illinois [Mr. DOUGLAS] smiling. That is why, through his good offices or the good offices of the Senator's assistant in Chicago, I will stop off in Chicago and make a speech, which will cover the expenses, or perhaps make a speech in San Francisco or Seattle or somewhere else.

Let us face the realities when we get to the legislative appropriation bill, and see to it that we take a good, long look at the problem.

That leads me to my next point. We should make very clear that with respect to expenditures for telephone calls and telegrams and for air mail stamps, there should be a public accounting once a year.

My next point is that in due course—not tonight—I shall offer an amendment to the bill. I have several amendments, but I shall offer one which will be the

old 1946-as-revised-from-time-to-time Morse full public-disclosure bill. A Senator came to me a few minutes ago and said:

One of the things that I like about your public disclosure bill is that it does not limit itself to Members of Congress, but covers the judiciary and the Cabinet and other officials in the high income bracket.

I shall press that amendment later. Those are factors we ought to consider in connection with the pending bill, rather than speed the bill through very quickly, as there is at present—and I say this most respectfully and noncritically—pressure in the Senate.

I am always unhappy when I cannot accommodate myself to certain proposals. Some amendments ought to be considered. I cannot accommodate myself to proposals that have been made in the past hour for a unanimous-consent agreement to fix a time, to limit debate on amendments, and to limit debate on the bill.

Mr. JOHNSTON. I thank the Senator from Oregon for bringing to the attention of the Senate some of the matters we have considered in committee in recommending an increase in congressional salaries.

If Senators will look at pages 116 and 117 of the bill, they will note that we brought the compensation of Members of the Senate and the House in line with those of Under Secretaries of the executive departments. They have traditionally been in that bracket. So far as additional expenses are concerned, we did not consider the expenses that the Under Secretaries have either. I do not believe that the Members of the Senate and of the House ought to be in a lower bracket than the Under Secretaries of the executive departments.

There are about 19 who have the same salaries as Members of the House and of the Senate.

Mr. MILLER. Mr. President, I send an amendment to the desk and ask that it be read.

The PRESIDING OFFICER. The amendment will be stated.

The LEGISLATIVE CLERK. The Senator from Iowa proposes to strike lines 2, through 6 of the Proxmire amendment No. 1084 and insert in lieu thereof the following: "through line 3 on page 166"; on page 2, line 1, change "title IV" to read "title II".

Mr. MILLER. Mr. President, if I may have the attention of the Members of the Senate, very briefly, all the amendment would do would be to transform the Proxmire amendment, which eliminates legislative salary increases into an amendment which would eliminate salary increases for the legislative, judicial, and executive branches of the Government. It keeps intact the classified employees' salary increases.

It seems to me there ought to be a choice offered to the Senate. The choice the Proxmire amendment presently offers is really no choice at all. If we were to support the Proxmire amendment we would be singling ourselves and our staff members out for a discriminatory type program as against the executive and judicial sides of the Government.



If my amendment is adopted, the Proxmire amendment will be before us to vote on, and we can decide whether we wish to take care of only the classified employees or whether we wish to take care of the employees of all branches of the Government.

That is the choice we would have.

Mr. MANSFIELD. In other words, everybody would be stricken out except the voters.

Mr. MILLER. May I say to the majority leader that I have no intention of doing anything like that with my amendment.

Mr. MANSFIELD. That is what it amounts to.

Mr. MILLER. To evaluate my amendment in that fashion is very much to oversimplify the problem.

Mr. MANSFIELD. It takes in millions and leaves out a few thousand.

Mr. MILLER. That oversimplifies the point. The Proxmire amendment in its present form singles out the legislative branch. I do not think that is the choice we ought to be offering the Senate. It seems to me we ought to be given the choice of taking care of the classified employees and nobody else, or taking care of the classified employees and not singling out the legislative, judicial, and executive branch.

Mr. MANSFIELD. I agree in that respect. If we are to do anything with respect to Congress, we had better do it to the other branches of the Government, too.

Mr. MILLER. The majority leader now states my proposal exactly. I am happy that he gets the point.

Mr. MONRONEY. Mr. President, while the amendment can be excused on the ground that, if we are going to strike against Congress we should also strike at those employees in the executive and judicial branch of the Government who are supposed to use their brainpower to make plans in an atomic age for a future that we hope America can have, I think we would be killing the very thought behind the kind of bill President Kennedy and President Johnson, and most students of government, have urged us to pass. The crisis in the executive branch of this great Government in the atomic age, with a hundred billion dollar budget, with a burgeoning population, automation, and all the various problems that are on our doorstep, must be solved by the best minds money can obtain.

Surely; we would save some money. We would save \$20 million out of a cost of \$556 million, by taking this step. We would reduce the prospect of having the best people that can be found in the field to fill the jobs in the executive department. Yes, we will appeal to a lower class of people to run for Congress, because they will know it will not be possible to manage and pay expenses and put anything aside to educate their children. They will know there will be no opportunity to hold their heads up in respectability in carrying on the duties of office, as we are expected to carry them on by our constituents back home.

Four million one hundred thousand dollars is the cost of congressional pay. That is 0.7 percent of the total cost. We

will pay the legislative employees and other officers \$9,600,000. In this great Government of ours, with more than 2 million employees trying to supply the services, including the military and other needs, only 536 Members of Congress plus 2 other officers are elected. That is the total elective complement of our great democracy: 435 Members of the House, 100 Members of the Senate, plus the President and Vice President. The rest are all appointed.

Is it worth anything to preserve, to attract, to try to bring into the elective system men of competence? Perhaps we do not need them; but I have never found that a good salary, a salary that would help a man to pay his expenses and live in respectability, denied qualified persons the opportunity to run for office.

Why did the people support the Reorganization Act of 1946? It was because they wanted Congress to amount to something. They wanted to have competent persons working on our staffs, not retired mail carriers acting as secretaries for the Committee on Banking and Currency, or an inexperienced person from back home acting as the secretary or chief staff member of the most important committee of Congress, the Committee on Foreign Relations. No; they wanted good staffs, so they directed Congress to pay to the staffs of Members of Congress salaries equivalent to those paid in private business. That is what we did. That is why Congress has been measuring up to its responsibility in trying to meet the challenge of the new problems of today. We have been able to have just as good members of the staffs working and assisting us to pass legislation as the executive offices downtown have in administering it. Let us not downgrade our staffs.

The majority leader and the minority leader have described Congress as the people's branch of the Government. We will get what we pay for. Members of Congress must have decent salaries if they are to pay their own expenses in entertaining friends at lunch. In trying to maintain the positions we are expected to maintain as Senators, both here and at home, we must have a suitable standard of living. We try to provide for education, to maintain our libraries, to have the things we need. I think this is worth bringing the pay of Members of Congress up to parity. Parity was not set for us by a committee or by Congress or by members of the Committee on Post Office and Civil Service of either House. It was set after a careful study and as a result of executive leadership. It has been urged upon us by both President Kennedy and President Johnson.

We have tried to establish parity with the Federal judges. Our pay will come out even with theirs at \$30,000. We will have parity with the under secretaries of the departments at \$30,000. If Senators will look through the bill, they will see that we have tried to establish parity of service and qualifications.

We provide a higher salary for Cabinet members; but historically Members of Congress have been linked with the pay

of Federal judges, which have been less than that paid to the Cabinet.

Let us not downgrade the branch of the Government in which we serve, because millions of people throughout the world would be willing to give their right arms to have a legislative body such as ours—staffed with personnel such as that which serves the Senate and the House.

I hope the Senate will defeat the Miller amendment and the Proxmire amendment and will then move on to pass the pay bill, which has been so long in coming to us.

Mr. MILLER. The Senator from Iowa would agree with much of what the Senator from Oklahoma has said, but I cannot quite understand why he made the statement he has made against the Miller amendment.

Mr. MONRONEY. I am against the Proxmire amendment. I would be forced to say that if we adopted the Proxmire amendment, we would be doing ourselves a disservice by downgrading ourselves far below the current going rate. We have praised the value of the staffs in the executive department.

I do not choose to vote for the amendment of the Senator from Iowa, because I am against the Proxmire amendment. I favor the bill as it has been reported. It is a good bill. It will serve the country well. I think the civil service employees are entitled to a pay increase. So are the executives and other officials who have not had a raise for 10 years, while the other employees have had a 30- or 35-percent increase. The schedule works out fairly.

I shall have to oppose the amendment of the Senator from Iowa because I do not believe in cutting out the very heart of the bill.

Mr. MILLER. Why not support the Miller amendment to the Proxmire amendment and then vote against the Proxmire amendment as amended? If the Senator does not do that, he will not afford the Senate a decent choice on which to vote. If the Proxmire amendment carries, the Senator would be demeaning the legislative branch as against the executive and judicial branches. If the Senator votes for the Miller amendment, he will not have to demean himself in that way.

Mr. MONRONEY. Then I would have voted for an amendment that would destroy at least a great portion of the bill, the portion that would attract efficient, effective executives. I shall not vote for this amendment. If I am to be against the Proxmire amendment, I must also be against the amendment of the Senator from Iowa.

Mr. MILLER. The Senator from Oklahoma would have plenty of opportunity to vote against the principle he is talking about, once my amendment and the Proxmire amendment were adopted. I am trying to give the Senate a reasonably fair choice as to whether it wants to provide a general salary increase for executive, legislative, and judicial officers, along with the classified civil service, or wants to let those three groups stand by themselves in a separate bill. That is a fair choice. But under the Proxmire amendment,



unless it is modified by my amendment, the Senate will not have a fair choice.

Mr. MONRONEY. I should say that the Senator's amendment, if adopted, would put on record many Senators as being against an excessive pay bill. Therefore, they would be asked to vote for the Proxmire amendment, because the funds for the brainpower we are hoping to attract to the legislative and executive branches would have been stricken from the bill.

Mr. MILLER. I intend to vote for the Miller amendment as a modification of the Proxmire amendment. I think I could in clear conscience vote against the Proxmire amendment as modified.

I think the Senator from Oklahoma could vote for my amendment to give the Senate an adequate choice, and then turn around and vote against the Proxmire amendment, as modified.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Iowa.

Mr. FULBRIGHT. Mr. President, on this amendment, I ask for the yeas and nays.

The yeas and nays were ordered.

The PRESIDING OFFICER. The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Oklahoma [Mr. EDMONDSON], the Senator from North Carolina [Mr. ERVIN], the Senator from Arizona [Mr. HAYDEN], the Senator from Washington [Mr. JACKSON], the Senator from Minnesota [Mr. MCCARTHY], the Senator from Rhode Island [Mr. PELL], the Senator from Connecticut [Mr. RIBICOFF], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from Indiana [Mr. BAYH], the Senator from California [Mr. ENGLE], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that, if present and voting, the Senator from Texas [Mr. YARBOROUGH], the Senator from Connecticut [Mr. RIBICOFF], and the Senator from Washington [Mr. JACKSON] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Delaware [Mr. BOGGS] is absent to attend the funeral of a relative.

The Senator from Hawaii [Mr. FONG], the Senator from Kansas [Mr. PEARSON], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Massachusetts [Mr. SALTONSTALL] would vote "nay."

The result was announced—yeas 21, nays 64, as follows:

[No. 459 Leg.]

YEAS—21

|           |               |                |
|-----------|---------------|----------------|
| Bennett   | Ellender      | Robertson      |
| Byrd, Va. | Jordan, Idaho | Simpson        |
| Cannon    | Lausche       | Smathers       |
| Church    | McClellan     | Talmadge       |
| Cotton    | Mecham        | Thurmond       |
| Curtis    | Miller        | Williams, Del. |
| Dominick  | Mundt         | Young, Ohio    |

NAYS—64

|              |              |                |
|--------------|--------------|----------------|
| Aiken        | Hartke       | Morse          |
| Allott       | Hickenlooper | Morton         |
| Anderson     | Hill         | Moss           |
| Bartlett     | Holland      | Muskie         |
| Beall        | Hruska       | Nelson         |
| Bible        | Humphrey     | Neuberger      |
| Brewster     | Inouye       | Pastore        |
| Burdick      | Javits       | Prouty         |
| Byrd, W. Va. | Johnston     | Proxmire       |
| Carlson      | Jordan, N.C. | Randolph       |
| Case         | Keating      | Russell        |
| Clark        | Kuchel       | Scott          |
| Cooper       | Long, Mo.    | Smith          |
| Dirksen      | Long, La.    | Sparkman       |
| Dodd         | Magnuson     | Stennis        |
| Douglas      | Mansfield    | Symington      |
| Eastland     | McGee        | Tower          |
| Fulbright    | McGovern     | Walters        |
| Goldwater    | McIntyre     | Williams, N.J. |
| Gore         | McNamara     | Young, N. Dak. |
| Gruening     | Metcalf      |                |
| Hart         | Monroney     |                |

NOT VOTING—15

|           |          |             |
|-----------|----------|-------------|
| Bayh      | Fong     | Pearson     |
| Boggs     | Hayden   | Pell        |
| Edmondson | Jackson  | Ribicoff    |
| Engle     | Kennedy  | Saltonstall |
| Ervin     | McCarthy | Yarborough  |

So Mr. MILLER's amendment was rejected.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Wisconsin [Mr. PROXMIRE]. On this question the yeas and nays have been ordered; and the Clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Oklahoma [Mr. EDMONDSON], the Senator from North Carolina [Mr. ERVIN], the Senator from Arizona [Mr. HAYDEN], the Senator from Washington [Mr. JACKSON], the Senator from Rhode Island [Mr. PELL], the Senator from Connecticut [Mr. RIBICOFF], the Senator from Georgia [Mr. RUSSELL], and the Senator from Texas [Mr. YARBOROUGH] are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that, if present and voting, the Senator from Rhode Island [Mr. PELL], the Senator from Connecticut [Mr. RIBICOFF], the Senator from Texas [Mr. YARBOROUGH], and the Senator from Washington [Mr. JACKSON] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from Delaware [Mr. BOGGS] is absent to attend the funeral of a relative.

The Senator from Hawaii [Mr. FONG], the Senator from Kansas [Mr. PEARSON], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Massachusetts [Mr. SALTONSTALL] would vote "nay."

The result was announced—yeas 32, nays 53, as follows:

[No. 460 Leg.]

YEAS—32

|           |          |                |
|-----------|----------|----------------|
| Allott    | Hartke   | Robertson      |
| Burdick   | Holland  | Simpson        |
| Byrd, Va. | Hruska   | Smathers       |
| Cannon    | Keating  | Stennis        |
| Church    | Lausche  | Symington      |
| Cotton    | McGovern | Talmadge       |
| Curtis    | Mecham   | Thurmond       |
| Dominick  | Moss     | Williams, Del. |
| Douglas   | Mundt    | Young, N. Dak. |
| Ellender  | Prouty   | Young, Ohio    |
| Gore      | Proxmire |                |

NAYS—53

|              |               |                |
|--------------|---------------|----------------|
| Aiken        | Hart          | McNamara       |
| Anderson     | Hickenlooper  | Metcalf        |
| Bartlett     | Hill          | Miller         |
| Beall        | Humphrey      | Monroney       |
| Bennett      | Inouye        | Morse          |
| Bible        | Javits        | Morton         |
| Brewster     | Johnston      | Muskie         |
| Byrd, W. Va. | Jordan, N.C.  | Nelson         |
| Carlson      | Jordan, Idaho | Neuberger      |
| Case         | Kuchel        | Pastore        |
| Clark        | Long, Mo.     | Randolph       |
| Cooper       | Long, La.     | Scott          |
| Dirksen      | Magnuson      | Smith          |
| Dodd         | Mansfield     | Sparkman       |
| Eastland     | McCarthy      | Tower          |
| Fulbright    | McClellan     | Walters        |
| Goldwater    | McGee         | Williams, N.J. |
| Gruening     | McIntyre      |                |

NOT VOTING—15

|           |         |             |
|-----------|---------|-------------|
| Bayh      | Fong    | Pell        |
| Boggs     | Hayden  | Ribicoff    |
| Edmondson | Jackson | Russell     |
| Engle     | Kennedy | Saltonstall |
| Ervin     | Pearson | Yarborough  |

So Mr. PROXMIRE's amendment was rejected.

Mr. MAGNUSON. Mr. President, I announce that my colleague, the junior Senator from Washington [Mr. JACKSON], is unavoidably detained on official business. But if he had been present he would have voted "nay" on the last amendment.

Mr. WILLIAMS of Delaware. Mr. President, I call up my amendment. The cosponsors to the amendment are Mr. CURTIS, Mr. LAUSCHE, Mr. THURMOND, and Mr. BENNETT.

The PRESIDING OFFICER. The clerk will state the amendment.

The LEGISLATIVE CLERK. The Senator from Delaware [Mr. WILLIAMS] proposes amendment No. 1078, reading as follows: At the appropriate place insert a new section as follows:

Notwithstanding any other provision of this bill the effective date of any increase on any salary of \$20,000 or over, shall be the first day of the first month after the close of a fiscal year with a balanced Federal budget.

ORDER FOR ADJOURNMENT TO  
TOMORROW AT 11 A.M.

Mr. MANSFIELD. Mr. President, I ask unanimous consent that when the Senate completes its business today, it stand in adjournment until 11 o'clock tomorrow morning.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. MANSFIELD. There will be no further votes tonight.

COMMITTEE MEETING DURING  
SENATE SESSION TOMORROW

On request by Mr. MANSFIELD, and by unanimous consent, the Committee on Armed Services was authorized to meet during the session of the Senate tomorrow.

CONFERENCE ON ROLE OF FEDERAL  
GOVERNMENT IN THE WAR ON  
POVERTY

Mr. JAVITS. Mr. President, the so-called Economic Opportunity Act of 1964 or war on poverty legislation is before the Committee on Labor and Public Welfare. It will be considered next week by the full committee. I shall have some



amendments to the legislation at that time. In the meantime, I should like to call the attention of the Senate to the fact that at my instance, there was a conference on the role of the Federal Government in the war on poverty, called at New York University on May 11, 1964.

The conferees were headed by cochairman Dr. Miguel A. de Capriles, dean of the School of Law of New York University, and Dr. Alex. Rosen, dean of the School of Social Work of New York University. The conferees included some of the most distinguished men and women in the country, men and women from great foundations, governmental agencies, and universities interested in this particular field.

Mr. President, my office has developed a digest from the stenographic transcript of the ideas and concepts which were developed there. I believe that this information from so many experts is worthy of the consideration of every Senator both now and when we finally come to consider this very important measure. As it develops in a very interesting way the lines of an editorial in the New York Times of June 24, 1964, headed "War On Poverty," I ask unanimous consent that in the body of the RECORD there may appear the digest of the conference to which I have referred, followed by the editorial from the New York Times of June 24.

There being no objection, the digest and editorial were ordered to be printed in the RECORD, as follows:

DIGEST OF CONFERENCE ON THE ROLE OF THE FEDERAL GOVERNMENT IN THE WAR ON POVERTY, NEW YORK UNIVERSITY, MONDAY, MAY 11, 1964

#### CONFEREES

Senator JACOB K. JAVITS and staff, Mr. Allen Lesser.

Cochairmen of the conference: Dr. Miguel A. deCapriles, dean, School of Law, New York University; Dr. Alex. Rosen, dean, School of Social Work, New York University.

#### Others:

George Brager, Mobilization for Youth, New York City.

Ersa H. Poston, State division for youth.

Anne M. Montero, city commission on human rights.

Benjamin H. Lyndon, dean, School of Social Welfare, State University of New York, Buffalo, N.Y.

James R. Dumpson, department of welfare, New York City.

Clark Tibbitts, U.S. Department of Health, Education, and Welfare, Washington, D.C.

John J. Hurley, Bureau of Family Services, U.S. Department of Health, Education, and Welfare, Washington, D.C.

Father Joseph P. Fitzpatrick, D.J., Fordham University, Bronx, N.Y.

Henry H. Foster, Jr., professor, School of Law, New York University.

Winslow Carlton, group health insurance, New York City.

John P. Walsh, U.S. Department of Labor, Washington, D.C.

Ben Zimmermann, mayor's commission for youth, Syracuse, N.Y.

Peter Kasius, State department of social welfare.

Willard Heckel, dean, Rutgers School of Law, New Brunswick, N.J.

Felician Foltman, New York State School of International Labor Relations, Cornell University, Ithaca, N.Y.

Edward W. Foss, Department of Agricultural Engineering, Cornell University, Ithaca, N.Y.

Marjorie Buckholz, Graduate School of Social Work, New York University, New York City.

Melvin Hermann, Mobilization for Youth, New York City.

Alexander Allen, Urban League of Greater New York, New York City.

James E. McCarthy, Mobilization for Youth, New York City.

John M. Martin, Fordham University, Bronx, N.Y.

Edward Feltelberg, office of the president of the council, New York City.

Elma L. Greenwood, National Council of Churches, New York City.

Bernard Lander, professor, Hunter College, New York City.

William F. Walsh, mayor, Syracuse, N.Y.

The conference directed its attention to three major areas of the war on poverty—youth, unemployed workers, and the aged—and their relationship to the Economic Opportunity Act of 1964.

Opening the discussion, Senator JAVITS made the points that the war on poverty should be regarded as a long-term war which requires bipartisan support, that it calls for a selective approach rather than a one-shot omnibus attack, that it should be waged jointly with State and local governments, and that it is more than a one-man job and should be guided by a board of strategy with an executive director which would enlist the cooperation of civic and community leaders and organizations. He further emphasized that the unemployed should not be lumped with the endemic poor, and that in any comprehensive program there should be provision for close coordination with numerous existing Federal program.

#### I

Dr. Melvin Hermann, who heads the youth and work program of Mobilization for Youth, made a sharp distinction between youth unemployment and youth poverty, stressing that they are different problems. Among the former there are those who are unemployable, those who are employable but have no jobs, and those who are underemployed because suitable jobs for their capabilities are not available.

Reduction of the school dropout rate, though highly desirable, is no panacea for youth unemployment, Dr. Hermann said, adding that graduation from high school is no guarantee of employability. Worth exploring, however, is the possibility of extending school counseling and guidance services for youth beyond 18 or 19 and until they are placed in jobs. Related to employability is the health of youth and Dr. Hermann said that in 1 group of 100 youths under 21 in his program about 50 percent had serious medical problems. He emphatically approved continued heavy involvement of local and State agencies in Federal program of vocational education, and raised a number of questions arising from training programs in which allowances are paid, which directly affect local welfare program considerations.

Turning to title I, part A, of the Economic Opportunity Act, Dr. Hermann asked how we can recruit and train the personnel needed to man this and other projected programs in light of the present extreme shortage of professional personnel. He described as a "frightening notion" the prospect of turning young recruits over to forest rangers for training and teaching. He also asked how we could insure that youth are selected and guided into appropriate programs; who would take the responsibility of directing youth who already had experienced long periods of failure, into programs where they could succeed.

Answering a question by Dean de Capriles on the problem of providing jobs, Dr. Hermann warned that there was a danger of placing too much emphasis on motivation without assurance that jobs would be avail-

able for the youths who were being encouraged in this way. In the discussion that followed, Commissioner Dumpson added that many youth were rejected for jobs because they were Negroes or Puerto Ricans, and Winslow Carlton said that the youth's experience of failure was often reinforced by the fact that his parents had the same experience, thus making this a problem of the whole community rather than of just one individual.

Peter Kasius of the New York State Department of Social Welfare, commented on the need to involve State and local agencies intimately with the Federal programs so that there could be continuity after the Federal authorization had ended. Senator JAVITS said that the consent of the State must be obtained in any relationship between the Federal Government and local governments. Commissioner Dumpson cited the risks in this limitation and suggested that where the State refuses to act, the Federal Government then be given authority to proceed without its consent.

The discussion then touched on possibilities of rehabilitating rejected draftees and holding the draft examination at 18 years of age rather than 22 or older as at present in order to clear up health and training problems. Professor Lander cited objections to using the draft or the Department of Defense because it was not set up to become an educational institution. Both George Brager, of the Mobilization for Youth, and Dean Rosen questioned whether industry would have jobs for these young people after they had been trained. Professor Lander pointed out that in view of the development of automation, education now had the responsibility of projecting its training program for jobs of tomorrow rather than those now available. In this connection industry would have to cooperate and come up with some indication of its future needs. Dr. Hermann said schooling had to be made relevant—just to "upgrade the unemployed" was not enough; and Mrs. Anne Montero, of the city commission on human rights, suggested a national census or inventory of unfilled jobs.

#### II

Winslow Carlton, of Group Health Insurance, summarized the problem of poverty as it applies to the aged. He said there was practically nothing in the legislation for the older citizens, and cited the general need in this group for more income, including an increase in social security benefits and old-age assistance payments.

An income survey in 1962 for those over 65 showed a median income for nonmarried persons of \$1,130 per year, and \$2,875 for married couples. Families headed by a person of 65 or more made up one-third of all the families counted as poor on the basis of the 1964 annual report of the Council of Economic Advisers. In the OAA program where the range of benefits was from \$34 a month in Mississippi to \$111 in New York, the problem was how to increase benefits in the poorer States.

Another problem area defined by Mr. Carlton concerned workers between 50 and 65, and the difficulties they face when plant closings and other factors lead to their unemployment. Not unrelated to the general problem is the fact that many in this group have children under 18.

The relevance of a Federal program of health care insurance for the aged in this problem was also stressed by Mr. Carlton, who touched on some of its economic consequences on retired persons. Dean Benjamin H. Lyndon suggested the possibility of developing a single package of assistance incorporating all current programs of aid to the aging.

Senator JAVITS emphasized the essential role of the local community in assuring suc-



cords and the United Nations Charter. Of course we are not. The Communists in Asia are violating international law, too, but since when can the United States justify an act of illegality because someone else is committing an act of illegality? The fact that North Vietnam and the Communists in Laos and Red China are also threatening the peace in Asia does not justify our walking out on our international obligations. To the contrary, it makes it more important that we lay the charges before the United Nations, or go to a 14-nation Conference, or seek to get SEATO to come in and exercise peacekeeping policies until the United Nations can take over jurisdiction.

That has been the thesis of the Senator from Oregon for weeks. It will continue to be my thesis so long as my country follows its course of outlawry in southeast Asia. "Outlawry," I remind Max Freedman, means outside the law, and our policy in Asia today is outside the law.

Mr. Freedman's column today somehow carries all the overtones and pathos of the diplomats and generals who led their countries into World War I. It was always going to be the other side that was going to back down in the face of a magnificent navy or army or military machine, and any treaty that was inconvenient to national interests became "just a scrap of paper."

I never thought the time would come when my country would treat existing treaties as scraps of paper. My country's violation of the Geneva accords, of the United Nations Charter, and the Constitution itself, reflect the attitude of treating international obligations and constitutional obligations as scraps of paper.

Some of us have liked to think that the championing of the League of Nations by Woodrow Wilson, and later our active sponsorship of the United Nations marked an American commitment to the rule of law in world affairs, including our own interests in world affairs.

What we are doing in Asia is setting the United States above all that. Once we have decided an American interest was at stake, we have ignored our treaty obligations and our obligations to the United Nations. We have cranked up the American military machine to move into Asia.

The apologists who piously deplore spreading the war, but who in the meantime want to continue it in South Vietnam and Laos, rather than negotiate, are scarcely different from those who want to expand it. The war in South Vietnam is not going to get better for us. Perhaps it will not get any worse but I see no chance that it will get better. And the longer it continues under those circumstances, the more certain it is that the war will be expanded.

If a nation wants to live up to its international commitments, it must live up to them and not find excuses for avoiding them. The only policy in the world I am advocating for the United States is that we live up to the Geneva Accords and the U.N. Charter.

For Mr. Freedman's benefit, I repeat the language to which he takes such exception: The United States is violating one international commitment after another.

So we are.

GEN. MAXWELL D. TAYLOR, U.S. AMBASSADOR TO SOUTH VIETNAM

Mr. MORSE. Mr. President, the last point I wish to make deals with the action taken by the Senate today in confirming the nomination of General Taylor as American Ambassador to South Vietnam.

When the Senate took that action—and I understand there were only a few Senators on the floor when it took place—I was downstairs in the Committee on Foreign Relations presenting an argument against a shocking waste of taxpayer funds in a foreign aid program that is in need of drastic revision.

I was not aware that the Taylor nomination was to be brought up at that time. It was well known that I voted against the confirmation of the Taylor nomination in committee. I wish briefly to say for the record that I think nominating General Taylor as American Ambassador to South Vietnam was a most unfortunate mistake, and for the following reasons:

First, it is known around the world that General Taylor was one of the architects, along with McNamara and Rusk, of the war plans of the United States in Vietnam.

It is unfortunate that we should send as our Ambassador to South Vietnam a military leader—and a very able military leader he is, too—when all the world has its eyes turned to the hope for peace. The appointment of General Taylor as Ambassador to South Vietnam increases the possibility of our going into a full scale war in Asia if the Red Chinese and the North Vietnamese do not back down under American threats.

I am also satisfied that General Taylor will not hesitate to advocate the escalating of that war into North Vietnam and into Red China and into Laos if the Red Chinese do not quiver and quake and retreat.

I have great regard for General Taylor as a military leader. If we get into a war, I believe we shall find that most military experts in this country will agree with the observation I now make, namely, that we probably have a no more able potential theater commander for that war than General Taylor. But he has no place behind the desk of an Ambassador.

There is a growing trend in this Republic for the military to take over more and more policy determinations. I had hoped that we would make it more clear than it has been made to date that under our constitutional system it is not for the military to determine policy, but to carry out orders; and that American foreign policy should be determined by the civilian branch of the Government—by the President, his chief agent, the Secretary of State, and the Congress.

The symbolism of putting this general behind an Ambassador's desk in South Vietnam is uncalled for and unfortunate. It will be subject to great misunderstanding, and will accrue to the great disadvantage of the standing of the United States in many parts of the world, particularly in the so-called underdeveloped nations. I am satisfied that great fear is developing toward the United States in the underdeveloped nations. They are beginning to see great differences between our preachments and our practices, and are beginning to raise questions about the hypocrisy of the United States in the field of foreign policy.

Furthermore, I have heard General Taylor as a witness before the Foreign Relations Committee over a period of years. He has demonstrated his great ability, his wide knowledge, and his expertness in the field of military affairs. But he has never instilled any confidence in his ability in the field of foreign policy.

How well I remember the stunning shock that I suffered at the time of the Berlin crisis when, listening to General Taylor and General White, I came to realize that I was listening to two American military leaders who would not hesitate to drop the nuclear bomb, as though that would settle any issue involving the peace of the world.

General Taylor is among those in the Pentagon who has an itchy trigger finger when it comes to the use of nuclear power in case we are challenged and our bluff is called. I want to avoid those challenges. I think one of the best ways to avoid those challenges is to have the United States stop bluffing, because we may have our bluff called.

The sad thing is that if we do, a nuclear war will be on, and there will be no victory. I have no confidence whatever in General Taylor in the field of American foreign policy. Taking his uniform off and putting him behind an Ambassador's desk will not change the fact that his orientation is the orientation of the military, not the orientation of civilian foreign policy.

The symbolism of his appointment is most unfortunate. My President should have selected someone such as the man he selected as Deputy Ambassador, Mr. Alexis Johnson, or some other outstanding career officer in the Foreign Service of the State Department, rather than to dip into the Pentagon and take a military general to direct American foreign policy in southeast Asia.

As I said to Mr. Lodge in person yesterday, when he appeared before the Committee on Foreign Relations, it is unfortunate that a former U.S. Ambassador to the United Nations, the former Ambassador of the United States to South Vietnam, should return to the United States and tell the American people, in effect, that the time is not propitious for us to take the southeast Asia crisis to the United Nations. I shall never be able to understand how a former Ambassador to the United Nations could demonstrate such a complete failure to uphold our obligations under



the United Nations Charter. If it were not so tragic, it would be amusing, when one considers the answer he has given to the proposal to go to a 14-nation conference, as recommended by the President of France, Mr. de Gaulle. What are we afraid of? No one is suggesting that while we are at that 14-nation Conference we should abandon southeast Asia. No one is suggesting that while the Security Council and, if necessary, the General Assembly consider the United Nations jurisdiction, we remove ourselves from southeast Asia, although I wish we would desist from our warmaking in southeast Asia and start a policy of peacekeeping.

I would, as I have said so many times, while the matter is before a 14-nation Conference, as recommended by De Gaulle, or before the Security Council or before the General Assembly, call upon our alleged—and I underline the word "alleged"—SEATO allies to join us with a sufficient body of men to patrol the area, to keep the adversaries separate, and to stop the killing and warmaking until the procedures of the United Nations can be brought to work upon the threat to the peace of Asia and, potentially, the peace of the world.

The position taken by Henry Cabot Lodge cannot be reconciled to any degree with the clear international obligations of the United States under the United Nations Charter.

I did not expect that the stature of the President of France for peacekeeping would rise above the stature of the President of the United States; but at this hour, that is exactly what is happening. The President of France is becoming recognized in many areas of the world as more determined and dedicated to the cause of peace than the President of the United States, because the President of France is calling for negotiation. The President of France is calling for the conference table. The President of France is calling for the application of the rule of law to the threat of peace in Asia.

The President of the United States is rattling the saber and telling the world that we are willing to risk war with Red China unless Asia accepts American policy in southeast Asia.

I cannot understand why my Government cannot see, before it is too late, that that kind of warmaking policy on the part of the United States spells trouble. Let me make it clear, as I close, that there is no question that we are joined in our outlawry by South Vietnam, by North Vietnam, by the Pathet Lao Communists in Laos, and by Red China.

Does that justify our outlawry? Does that justify the policy of expediency applied to international affairs which best describes American policy tonight in Asia? Does the end-justifies-the-means principle square with American precepts of foreign policy?

Since when do two wrongs make a right?

Never before has that been our policy. I pray again that my country will see the horrendous mistake it is making in Asia as a matter of policy, before it is too late.

I close by saying, for the benefit of those who do not like my speeches and for the benefit of such journalists as Mr. Freedman, "You had better check it with the American people."

I am satisfied that millions of fellow Americans, as they begin to understand the issue at stake in southeast Asia, will support my position.

I can now say, along with the Senator from Alaska, that my mail is running better than 100 to 1 in support of my position. My mail is coming in from coast to coast, as Senators will see some samples placed in the CONGRESSIONAL RECORD from time to time. I placed a large quantity in the RECORD today. It is coming from the leaders of many communities in this country.

I wish to state to President Johnson that I am satisfied that the American people do not approve of America's warmaking policy in Asia, and that the American people wish the President of the United States to join with the President of France and other advocates of negotiation, that we go to the conference table and seek to apply the rule of law to the crisis which exists in Asia.

I say most respectfully to my President, whom I shall continue to support on most issues, that I oppose him on this issue only because I owe a greater trust to my country than I owe to him.

Mr. President, I yield the floor.

#### APPOINTMENTS BY THE PRESIDENT PRO TEMPORE

The PRESIDING OFFICER (Mr. McGovern in the chair). The Chair, on behalf of the President pro tempore, announces the appointment as members on the part of the Senate of the National Commission on Food Marketing, created by Senate Joint Resolution 71, the following Senators, namely, the Senator from Washington [Mr. MAGNUSON], the Senator from Wyoming [Mr. McFARLANE], the Senator from Michigan [Mr. HART], the Senator from Kentucky [Mr. MORTON], and the Senator from Nebraska [Mr. HRUSKA].

#### COMMITTEE MEETING DURING SENATE SESSION TOMORROW

Mr. HART. Mr. President, the distinguished Senator from Nebraska [Mr. HRUSKA] is in the Chamber; and we have discussed the problem presented to the Subcommittee on Antitrust and Monopoly of the Judiciary Committee in meeting tomorrow, in view of the time set for the beginning of the session of the Senate.

We have cleared this with those involved, and I ask unanimous consent that the subcommittee be permitted to sit during the session of the Senate tomorrow.

The PRESIDING OFFICER. Is there objection?

Mr. HRUSKA. Mr. President, not only is there no objection, but I also concur in the request of the Senator from Michigan and wish to confirm that there has been clearance on this matter with the minority leader.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### TRANSACTION OF ADDITIONAL ROUTINE BUSINESS

By unanimous consent, the following additional routine business was transacted:

#### MESSAGE FROM THE HOUSE—ENROLLED BILLS SIGNED

A message from the House of Representatives, by Mr. Bartlett, one of its reading clerks, announced that the Speaker had affixed his signature to the following enrolled bills, and they were signed by the Acting President pro tempore:

S. 6. An act to authorize the Housing and Home Finance Administrator to provide additional assistance for the development of comprehensive and coordinated mass transportation systems, both public and private, in metropolitan and other urban areas, and for other purposes; and

H.R. 10433. An act making appropriations for the Department of the Interior and related agencies for the fiscal year ending June 30, 1965, and for other purposes.

#### ADDITIONAL BILL INTRODUCED

Mr. HART by unanimous consent, introduced a bill (S. 2972) for the relief of Dr. David J. Sencer, U.S. Public Health Service, which was read twice by its title and referred to the Committee on the Judiciary.

#### ADJUSTMENT OF RATES OF BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES IN THE FEDERAL GOVERNMENT—AMENDMENTS

Mr. MORSE submitted two amendments (Nos. 1089 and 1090), intended to be proposed by him, to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, which were ordered to lie on the table and to be printed.

Mr. LAUSCHE submitted an amendment (No. 1091), intended to be proposed by him, to House bill 11049, supra, which was ordered to lie on the table and to be printed.

Mr. KEATING (for himself and Mr. JAVITS) submitted an amendment (No. 1092), intended to be proposed by them, jointly, to House bill 11049, supra, which was ordered to lie on the table and to be printed.

Mr. ELLENDER submitted amendment (No. 1093), intended to be proposed by him, to House bill 11049, supra, which was ordered to lie on the table and to be printed.

#### AMENDMENT OF INTERNAL REVENUE CODE OF 1954, TO IMPOSE A TAX ON ACQUISITIONS OF CERTAIN FOREIGN SECURITIES—AMENDMENTS

AMENDMENT NO. 1094

Mr. JAVITS submitted an amendment, in the nature of a substitute, intended to be proposed by him, to the bill (H.R. 8000) to amend the Internal Revenue Code of 1954 to impose a tax on acqui-







# Digest of CONGRESSIONAL PROCEEDINGS

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D. C. 20250

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HIGHLIGHTS: See page 5

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### SENATE

1. PERSONNEL. Passed, 58-21, with amendments H. R. 11049, the Federal pay bill. Agreed to amendments not affecting this Department. Rejected numerous amendments. Senate conferees were appointed. pp. 15275-325  
Sen. Byrd inserted the report of the Joint Committee on Reduction of Nonessential Federal Expenditures, "Federal Personnel in Executive Branch, May 1964 and April 1964, and Pay, April 1964 and March 1964." pp. 15246-50  
Sen. Miller indicated a belief that improper tactics had been used in getting Federal employees to attend the \$100 Democratic fundraising event, and inserted articles by Joseph Young on this subject. pp. 15255-6
2. MEAT IMPORTS. The Finance Committee reported with amendments H. R. 1839, to amend the Tariff Act, including restrictions on meat imports (S. Rept. 1167). p. 15246
3. ROADS; FORESTRY. Passed as reported H. R. 10503, to authorize 1966-1967 appropriations for roads, including forest development roads and trails. pp. 15331-3



4. WATER RESEARCH. Both Houses agreed to the conference report on S. 2, to authorize Federal aid for water-resources research. See Digest 109 for provisions. This bill will now be sent to the President. pp. 15326-8, D544, 15373-5
5. FOREIGN AID. The Foreign Relations Committee voted to report (but did not actually report), 12 to 2, with amendments H. R. 11380, the foreign-aid authorization bill. The committee announced that a report would be filed Sat., July 11. The Record contains a table setting forth amounts provided for at various legislative stages. pp. D545-6  
Both Houses received from the Treasury Department a proposed bill to amend the Inter-American Development Bank Act to authorize the U. S. to participate in an increase in the resources of the Fund for Special Operations of the Inter-American Development Bank; to Senate Foreign Relations Committee and House Banking and Currency Committee. pp. 15246, 15447
6. PACKAGING. Sen. Keating inserted a Long Island Women's Clubs resolution favoring the truth-in-packaging bill. p. 15246
7. AREA REDEVELOPMENT. Sen. Miller claimed information submitted to Congress by the Area Redevelopment Administration was inaccurate and inserted a report from the Comptroller General on this matter. pp. 15254-5
8. EXPENDITURES. Sen. Robertson inserted a report from the U. S. Chamber of Commerce recommending an "economy program for the fiscal year 1965" including proposed cuts in USDA programs. pp. 15258-61
9. TRAVEL. Passed as reported H. J. Res. 658, requesting the President to proclaim 1964 as "See America Year." pp. 15263
10. RADIATION. Passed without amendment H. R. 10437, to incorporate the National Committee on Radiation Protection and Measurements. This bill will now be sent to the President. p. 15264
11. RECLAMATION; RECREATION. Sen. Gruening inserted and discussed a report, "New Fishing Areas Opened at Bureau of Reclamation Reservoirs in West; Recreation Uses Show Large Increase." pp. 15264-7
12. GRAIN EXPORTS. Sen. Dodd questioned the Commerce Department approval for Soviet resale of American grain to Rumania. p. 15274
13. CIVIL RIGHTS. Sen. Humphrey inserted a summary of the new civil rights law. pp. 15333-4
14. ELECTRIFICATION. Sen. Morse spoke in favor of a Pacific Northwest-Southwest intertie, but questioned the Interior Department recommendations on this subject. p. 15335
15. HOUSING LOANS. The Housing Subcommittee of the Banking and Currency Committee voted favorably on an original bill embodying proposed housing amendments for 1964. p. D545
16. LEGISLATIVE PROGRAM. Sen. Mansfield said the Senate will be in session July 6-10 and that "we expect appropriation and other bills of worthwhile significance to come up" involving "the possibility of quorum calls and votes." p. 15306



92d birthday, the Chief Justice of the Supreme Court said:

His devotion to the law, his contributions to the education of members of both bench and bar, and his great contributions to the jurisprudence of our country have not been excelled in our history.

As a representative of the people of Dean Pound's native State, to whom he always remained close, I express our profound sense of loss. At the same time, we must be grateful that much of his wisdom is preserved for us all not only in his extensive writings but in the enduring and viable impression on the law, the bar, and the American philosophy which he leaves as his most impressive monument.

Mr. President, I ask unanimous consent to have printed in the *RECORD*, an article from this morning's *Washington Post* reporting Dean Pound's death.

There being no objection, the article was ordered to be printed in the *RECORD*, as follows:

**NOTED LAW DEAN ROSCOE DEAN POUND IS DEAD AT 93**

CAMBRIDGE, MASS., July 1.—Roscoe Pound, 93, former dean of the Harvard Law School and known as the grand old man of the law to generations of lawyers, died tonight in the Harvard infirmary.

Although in poor health in recent months, the legendary legal scholar, until recently, strolled from his infirmary quarters to his office in Langdell Hall at Harvard.

In 1961, an association of lawyers in Spain voted him "worldwide patriarch of comparative law." And Mr. Pound's associates in the legal profession called him the man whom lawyers recognize as the greatest student of common law of all time.

On his 92d birthday—October 27, 1962—Chief Justice Earl Warren said of Mr. Pound: "His devotion to the law, his contributions to the education of members of both bench and bar, and his great contributions to the jurisprudence of our country have not been excelled in our history."

**TWENTY HONORARY DEGREES**

Dean Pound held some 20 honorary degrees from universities in this country and abroad. In 1940, he was awarded the golden medal of the American Bar Association for "conspicuous service to the cause of American jurisprudence."

Born in Lincoln, Nebr., he was the son of Stephen B. Pound, who eventually became a lawyer and a judge. His mother, Laura Biddlecombe Pound, a native of New York, was Mr. Pound's first teacher.

At the University of Nebraska, he majored in botany and did graduate work in plant geography, ecology, and parasitic fungi, earning a B.A., an M.A., and a Ph.D. in the field. He was the first director of the Botanical Survey of Nebraska.

Although he attained far greater prominence in the law, Dean Pound never received a bachelor of laws degree. Admitted to the Nebraska bar in 1890 after a year's law study at Harvard, he practiced for a time in Lincoln, served as commissioner of appeals in the Supreme Court of Nebraska, taught jurisprudence and Roman law at the University of Nebraska, and became dean there in 1903.

After further stints of teaching at Northwestern University and at the University of Chicago, he returned to Harvard in 1910 as Story professor of law. Six years later, still one of the newest members of the Harvard faculty, he was appointed dean.

**NOTABLES ON FACULTY**

On his faculty over the years were such men as Edward H. Warren, James M. Landis, and Felix Frankfurter. The number of stu-

dents rose from 791 to a peak of 1,440 in 1925. Among them were Thomas Corcoran, David E. Lilienthal, and Dean Acheson.

Witty, a great storyteller, and a powerful, yet matter-of-fact, speaker who never lost his Nebraska accent, Pound was one of Harvard's most popular lecturers.

In his teaching, he followed the traditional case method, adding others of his own out of his philosophies of sociological jurisprudence. He often turned to illustrations from actual practice, and he treated the ideas of his students seriously.

When he resigned as dean in 1936, Mr. Pound became Harvard's first roving professor, entitled to teach in any faculty of the university he wished.

During the New Deal and afterward, Dean Pound assailed what he called administrative absolutism, contending that the new administrative agencies were seeking exemption from judicial scrutiny.

His critics recalled that in the celebrated speech of 1906 he had condemned the "spectacle of law paralyzing administration." He continued to attack the agencies even after a conservative Congress had enacted the Administrative Procedure Act to rectify the very shortcomings of which he had complained.

**HIS LEARNING IS VAST**

Dean Pound was renowned for his encyclopedic mind and his vast learning. At 76, already a master of French, German, Italian, Spanish, Sanskrit, Greek, Latin, and Hebrew, he took up Chinese for a trip to China.

A prolific author, he was revising two articles on labor unions and the law when he flew west to be honored by the American Judicature Society, of which he was the only surviving founder.

Heavy framed, standing 5 feet 10 and weighing 200 pounds in his prime, Dean Pound was long possessed of great physical stamina. According to one story, he could still run a mile in less than 5 minutes at the age of 50.

He was variously chairman of the section of legal education of the American Bar Association, president of the Association of American Law Schools, as a member of the standing advisory committee for the juristic section of the International Institute of Intellectual Cooperation (a League of Nations instrument), and a member of the celebrated Wickersham Commission, whose report to President Hoover in 1931 on the prohibition question caused a national furor.

Mr. Pound sided with the majority in urging a further trial of prohibition but in the individual reports, which the several members of the Commission appended, declared his belief that the more important gains, such as the closing of the saloons and the establishment of Federal control over the liquor business, ought to be safeguarded by a revision of the 18th amendment to permit adaptation to local conditions where it was demonstrably futile to expect total abstinence.

Dean Pound, who was twice a widower, met his second wife as a member of the Wickersham Commission.

**ORDER OF BUSINESS**

Mr. MANSFIELD. Mr. President, is there further morning business?

The PRESIDING OFFICER. Is there further morning business. If not, morning business is closed.

**GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964**

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the unfinished business be laid before the Senate and made the pending business.

The PRESIDING OFFICER. Is there objection? Without objection, it is so ordered.

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

The PRESIDING OFFICER. The pending question is on the amendment of the Senator from Delaware [Mr. WILLIAMS].

Mr. MANSFIELD. Mr. President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER (Mr. NELSON in the chair). Without objection, it is so ordered.

Mr. MANSFIELD. Mr. President, for the third time, I reiterate that the Senate is now operating under the Pastore germaneness rule, and for the next 3 hours, at least, I hope Senators will confine themselves to the pay bill.

Mr. JOHNSTON. Mr. President, I yield for 2 minutes to the Senator from Virginia [Mr. ROBERTSON], with the understanding that I shall not lose the floor.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. ROBERTSON. Mr. President, in 1932 the Democratic Party adopted what, in my opinion, was the best party platform since I have been active in politics. That platform stated:

We believe that a party platform is a covenant with the people to be faithfully kept by the party when entrusted with power.

In 1932 I was elected to the House of Representatives on that platform, and I have never left it, although the party left it a long time ago.

The statesmanship of my predecessor, Carter Glass, can be observed in such planks as these in the 1932 platform:

We favor maintenance of the national credit by a Federal budget annually balanced on the basis of accurate executive estimates within revenues, raised by a system of taxation levied on the principle of ability to pay. \* \* \* We advocate the removal of government from all fields of private enterprise except where necessary to develop public works and natural resources in the common interest.

And this is what those of us who were elected on that platform promised to do to their own pay:

We advocate an immediate and drastic reduction of governmental expenditures by abolishing useless commissions and offices, consolidating departments and bureaus, and eliminating extravagance to accomplish a saving of not less than 25 percent in the cost of the Federal Government.

Promising the splendid voters of the Seventh Congressional District to carry out that platform, one of my first official votes was to vote to cut my own pay from \$10,000 to \$7,500.

As I have indicated, it did not take the Democratic New Dealers very long to leave the 1932 program. And what has been the result? We now have a



debt created by reckless spending of over \$300 billion, the annual interest on which is nearly three times the total cost of government when I entered the House 31 years ago.

Instead of abolishing useless commissions and reducing Government employees, we have created a plethora of commissions and we have more than doubled the number of Federal employees. And in recent years, Congress votes in every election year, and sometimes in between, to raise the pay of those employees. The amount involved has become so large that every time Congress raises the pay of Federal employees by 1 percent it costs the taxpayers \$100 million.

Throughout my service in the Congress, I have consistently advocated and consistently voted for the economy principles enunciated in the platform on which I was first elected. Never during those 31 years have I ever voted to raise my own pay, and I do not intend to vote for H.R. 11049 which raises the pay of all Members of the Congress by \$7,500 per year.

Mr. President, I ask unanimous consent to have published in the RECORD at this time our party platform of 1932, with the hope that its sound provisions will be considered by those who write the platform in Atlantic City next August.

There being no objection, the party platform was ordered to be printed in the RECORD, as follows:

#### DEMOCRATIC PLATFORM FOR 1932

In this time of unprecedented economic and social distress the Democratic Party declares its conviction that the chief causes of this condition were the disastrous policies pursued by our Government since the World War, of economic isolation, fostering the merger of competitive businesses into monopolies and encouraging the indefensible expansion and contraction of credit for private profit at the expense of the public.

Those who were responsible for these policies have abandoned the ideals on which the war was won and thrown away the fruits of victory, thus rejecting the greatest opportunity in history to bring peace, prosperity, and happiness to our people and to the world.

They have ruined our foreign trade; destroyed the values of our commodities and products, crippled our banking system, robbed millions of our people of their life savings, and thrown millions more out of work, produced widespread poverty and brought the Government to a state of financial distress unprecedented in time of peace.

The only hope for improving present conditions, restoring employment, affording permanent relief to the people, and bringing the Nation back to the proud position of domestic happiness and of financial, industrial, agricultural and commercial leadership in the world lies in a drastic change in economic governmental policies.

We believe that a party platform is a covenant with the people to have [sic] faithfully kept by the party when entrusted with power, and that the people are entitled to know in plain words the terms of the contract to which they are asked to subscribe. We hereby declare this to be the platform of the Democratic Party:

The Democratic Party solemnly promises by appropriate action to put into effect the principles, policies, and reforms herein advocated, and to eradicate the policies, methods, and practices herein condemned. We advocate an immediate and drastic reduc-

tion of governmental expenditures by abolishing useless commissions and offices, consolidating departments and bureaus, and eliminating extravagance to accomplish a saving of not less than 25 percent in the cost of the Federal Government. And we call upon the Democratic Party in the States to make a zealous effort to achieve a proportionate result.

We favor maintenance of the national credit by a Federal budget annually balanced on the basis of accurate executive estimates within revenues, raised by a system of taxation levied on the principle of ability to pay.

We advocate a sound currency to be preserved at all hazards and an international monetary conference called on the invitation of our Government to consider the rehabilitation of silver and related questions.

We advocate a competitive tariff for revenue with a factfinding tariff commission free from executive interference, reciprocal tariff agreements with other nations, and an international economic conference designed to restore international trade and facilitate exchange.

We advocate the extension of Federal credit to the States to provide unemployment relief wherever the diminishing resources of the States makes it impossible for them to provide for the needy; expansion of the Federal program of necessary and useful construction effected [sic] with a public interest, such as adequate flood control and waterways.

We advocate the spread of employment by a substantial reduction in the hours of labor, the encouragement of the shorter week by applying that principle in government service; we advocate advance planning of public works.

We advocate unemployment and old-age insurance under State laws.

We favor the restoration of agriculture, the nation's basic industry; better financing of farm mortgages through recognized farm bank agencies at low rates of interest on an amortization plan, giving preference to credits for the redemption of farms and homes sold under foreclosure.

Extension and development of the Farm Cooperative movement and effective control of crop surpluses so that our farmers may have the full benefit of the domestic market.

The enactment of every constitutional measure that will aid the farmers to receive for their basic farm commodities prices in excess of cost.

We advocate a Navy and an Army adequate for national defense, based on a survey of all facts affecting the existing establishments, that the people in time of peace may not be burdened by an expenditure fast approaching a billion dollars annually.

We advocate strengthening and impartial enforcement of the antitrust laws, to prevent monopoly and unfair trade practices, and revision thereof for the better protection of labor and the small producer and distributor.

The conservation, development, and use of the Nation's waterpower in the public interest.

The removal of government from all fields of private enterprise except where necessary to develop public works and natural resources in the common interest.

We advocate protection of the investing public by requiring to be filed with the Government and carried in advertisements of all offerings of foreign and domestic stocks and bonds true information as to bonuses, commissions, principal invested, and interests of the sellers.

Regulation to the full extent of Federal power, of (a) holding companies which sell securities in interstate commerce; (b) rates of utilities companies operating across State

lines; (c) exchange in securities and commodities.

We advocate quicker methods of realizing on assets for the relief of depositors of suspended banks, and a more rigid supervision of national banks for the protection of depositors and the prevention of the use of their moneys in speculation to the detriment of local credits.

The severance of affiliated security companies from, and the divorce of the investment banking business from, commercial banks, and further restriction of Federal Reserve banks in permitting the use of Federal Reserve facilities for speculative purposes.

We advocate the full measure of justice and generosity for all war veterans who have suffered disability or disease caused by or resulting from actual service in time of war and for their dependents.

We advocate a firm foreign policy, including peace with all the world and the settlement of international disputes by arbitration; no interference in the internal affairs of other nations; and sanctity of treaties and the maintenance of good faith and of good will in financial obligations; adherence to the World Court with appending reservations; the Pact of Paris abolishing war as an instrument of national policy, to be made effective by provisions for consultation and conference in case of threatened violations of treaties.

International agreements for reduction of armaments and cooperation with nations of the Western Hemisphere to maintain the spirit of the Monroe Doctrine.

We oppose cancellation of the debts owing to the United States by foreign nations.

Independence for the Philippines; ultimate statehood for Puerto Rico.

The employment of American citizens in the operation of the Panama Canal.

Simplification of legal procedure and reorganization of the judicial system to make the attainment of justice speedy, certain, and at less cost.

Continuous publicity of political contributions and expenditures; strengthening of the Corrupt Practices Act and severe penalties for misappropriation of campaign funds.

We advocate the repeal of the 18th amendment. To effect such repeal we demand that the Congress immediately propose a constitutional amendment to truly represent [sic] the conventions in the States called to act solely on that proposal; we urge the enactment of such measures by the several States as will actually promote temperance, effectively prevent the return of the saloon, and bring the liquor traffic into the open under complete supervision and control by the States.

We demand that the Federal Government effectively exercise its power to enable the States to protect themselves against importation of intoxicating liquors in violation of their laws.

Pending repeal, we favor immediate modification of the Volstead Act; to legalize the manufacture and sale of beer and other beverages of such alcoholic content as is permissible under the Constitution and to provide therefrom a proper and needed revenue.

We condemn the improper and excessive use of money in political activities.

We condemn paid lobbies of special interests to influence Members of Congress and other public servants by personal contact.

We condemn action and utterances of high public officials designed to influence stock exchange prices.

We condemn the open and covert resistance of administrative officials to every effort made by congressional committees to curtail the extravagant expenditures of the Government and to revoke improvident subsidies granted to favorite interests.

We condemn the extravagance of the Farm Board, its disastrous action which made the



Government a speculator in farm products, and the unsound policy of restricting agricultural products to the demands of domestic markets.

We condemn the usurpation of power by the State Department in assuming to pass upon foreign securities offered by international bankers as a result of which billions of dollars in questionable bonds have been sold to the public upon the implied approval of the Federal Government.<sup>1</sup>

And in conclusion, to accomplish these purposes and to recover economic liberty, we pledge the nominees of this convention the best efforts of a great party whose founder announced the doctrine which guides us now in the hour of our country's need: equal rights to all; special privilege to none.

Mr. JOHNSTON. Mr. President, two questions were submitted to me by my colleague from South Carolina [Mr. THURMOND]. I ask unanimous consent to place in the RECORD the questions he asked, with my answers to those questions.

There being no objection, the questions and answers were ordered to be printed in the RECORD, as follows:

Question. At the present time, I believe that the salary of the Chief Benefits Director of the Veterans' Administration is \$20,000, the same salary as is now received by many listed in the bill to be under level 4 of the new pay schedule, including, for instance, the Commissioner of Community Facilities Administration. Could the Senator tell me whether the Chief Benefits Director of the Veterans' Administration is listed in either level 4 or 5 of the new bill?

Answer. No, the Chief Benefits Director of the Veterans' Administration is not listed in level 4 or 5 of the executive salary schedule. Under H.R. 11049, this position will continue to be a GS-18 position.

Question. What effect will the failure to include the Chief Benefits Director of the Veterans' Administration, in either level 4 or 5 of the new pay schedule, have on field positions of the Veterans' Administration?

Answer. It will have no effect. The Chief Benefits Director is rated at grade 18 and the 67 regional field managers are set at grades 15 and 16. Grades 15, 16, 17, and 18 all receive substantial increases under H.R. 11049.

Mr. JOHNSTON. Mr. President, we are ready to vote.

#### ORDER OF BUSINESS

Mr. SYMINGTON. Mr. President—

Mr. JOHNSTON. I yield for a question. Does the Senator wish me to yield for a question?

Mr. SYMINGTON. I am about to ask unanimous consent to have certain bills considered.

Mr. JOHNSTON. I yield for that purpose to the Senator from Missouri.

The PRESIDING OFFICER. The Chair will call attention to the fact that

the majority leader, 3 minutes ago, called attention to the germaneness rule and requested that Senators confine themselves to remarks concerning the bill.

Mr. SYMINGTON. I appreciate that, but I would hope the distinguished Senator would let me call up four bills that are important to industry. They will take very little time.

The PRESIDING OFFICER. Is there objection? The Chair hears none.

#### PROPOSED LEGISLATION FOR DISPOSAL OF CERTAIN MATERIALS FROM NATIONAL STOCKPILE

Mr. SYMINGTON. Mr. President, from the Committee on Armed Services I report House Concurrent Resolution 300, H.R. 11235, H.R. 11004, and H.R. 11257, and I ask unanimous consent for their immediate consideration. These measures, which relate to the disposal of surplus pig tin, molybdenum, zinc, and lead from the national stockpile, were unanimously approved by the Subcommittee on the National Stockpile and by the Committee on Armed Services.

The PRESIDING OFFICER. Is there objection? Hearing none, the clerk will state the bills by title.

Is the Senator from Missouri asking for their immediate consideration?

Mr. SYMINGTON. Yes; I ask for their immediate consideration. In explanation, let me say that industry is very anxious to receive this material. It is all heavily in excess of stockpile requirements. The administration is anxious to sell it. The measures have been passed by the House. They have been approved unanimously by the subcommittee and by the full committee. We are receiving calls from steel companies and others every day now, urging that the measures be passed, because there is a critical shortage in industry.

Mr. WILLIAMS of Delaware. Mr. President, I have no objection to these bills, but I wonder if the Senator will withhold his request? We are trying to locate members of the committee. I do not think there will be any objection. I personally have no objection.

Mr. SYMINGTON. I will say to my good friend from Delaware that I would not think of asking for immediate consideration if they had not been approved unanimously by the subcommittee, including all members on the other side of the aisle, and by the full committee, where the ranking Republican member of the appropriate subcommittee was present at the meeting this morning.

Mr. WILLIAMS of Delaware. I am sure it was approved. I did not know whether some Senators wanted to make statements in connection with the bills. That is the real reason I make the request. We are trying to get in touch with them. I am sure there will be no objection. I have none. If the Senator will withhold his request—

Mr. SYMINGTON. I withhold the request.

I thank the Senator from South Carolina for yielding to me.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. JOHNSTON. Mr. President, we are ready to vote on the bill, if there are no further amendments to be offered.

Mr. LONG of Louisiana. Mr. President, I have an amendment that I hope the chairman will take. I send it to the desk.

The PRESIDING OFFICER. The amendment of the Senator from Delaware is the pending amendment. The Clerk will state that amendment.

Mr. LONG of Louisiana. I did not realize that there was an amendment pending.

The Chief Clerk read the amendment, as follows:

At the appropriate place insert a new section as follows:

"Notwithstanding any other provisions of this bill, the effective date of any increase on any salary of \$20,000 or over shall be the first day of the first month after the close of a fiscal year with a balanced Federal budget."

Mr. WILLIAMS of Delaware. Mr. President, I cannot conceive of there being any objection to the amendment. It merely provides for the temporary postponement of the effective date of the salary increases of those who now are paid \$20,000 a year until such time as we balance the budget.

If the administration was really serious when it said that it would balance the budget this is a way to help to accomplish that end. We were told earlier this year that the \$11 billion tax cut would stimulate the economy. We were told that the purpose of the tax cut was to stimulate the economy to the extent that it would bring more money into the Treasury than if we did not pass a tax cut.

There have been several increased spending bills. The administration also said these would stimulate the economy. We were told that by increasing our spending and by cutting taxes at the same time we would stimulate the economy and thereby increase the revenue of the Government so that we could balance the budget and pay off our debt.

Personally I have never agreed with the philosophy that we could make ourselves rich by taxing less and spending more while financing ourselves with borrowed money.

I do not believe our Government can spend itself into prosperity on borrowed money any more than a drunkard can drink himself sober.

However, for the moment, I am not quarreling with that newfangled theory on the frontier. If the people on the frontier believe it we should give them an opportunity to express that belief by supporting this amendment. The amendment would apply only to those who receive \$20,000 or more a year. It would postpone that increase for that brief period according to their own state-

<sup>1</sup> Inadvertently omitted from the reading of the platform, and later included, was the following statement: "We condemn the Hawley-Smoot tariff law, the prohibitive rates of which have resulted in retaliatory action by more than 40 countries, created international economic hostilities, destroyed international trade, driven our factories into foreign countries, robbed the American farmer of his foreign markets, and increased the cost of production."



ments or until such time as all those spending the money can curtail their spending and balance the budget.

Unless the chairman is willing to accept the amendment I shall ask for the yeas and nays on the amendment.

Mr. JOHNSTON. Mr. President, I cannot accept the amendment. I am sure the Senator realizes that I cannot accept it, because my acceptance would indicate my approval of an arrangement by which no one in the Federal Government under this bill could have his salary increased above \$20,000. It would involve hundreds of people in the executive branch, all the heads of departments, and all the top executives, and it would involve all employees in the career service who would receive more than \$20,000. It would throw the whole civil service establishment out of gear. It would knock two or three gears out of the machinery. It would not work. The Senator must realize that if the amendment is adopted there would be perhaps 300 or 400 high-ranking Federal executives who would be adversely affected.

We have studied this bill very carefully and closely, in trying to determine equitable salary scales.

Very shortly there will be coming before us a bill involving not a few million dollars, but a few billion dollars. If the Senator wishes to balance the budget, he can wait until the foreign aid bill comes before us, and he can go to work on that bill.

We already have \$6 or \$7 billion in the pipeline for foreign aid. He can take some of that money he wishes to save out of the foreign aid. He can balance the budget in that way, if he wishes to do it.

Furthermore, the amendment would result in the stacking of hundreds of employees at the same salary level. Are we going to say to the civil service employees, "We are not doing our duty in balancing the budget, and because we are not doing our duty, you shall not have the increase that you are entitled to"?

I do not believe the Senator from Delaware wants to do that. I say to the Senator that if other Senators had followed me in regard to foreign aid, we could balance the budget today.

Mr. WILLIAMS of Delaware. Mr. President, I have supported cuts in foreign aid and shall be supporting them again this year. I agree with the Senator from South Carolina that a great deal of money is wasted in that program; however, there has been a great deal of wasting of money on domestic programs, too. I am not pointing the finger entirely at foreign aid because those who are the beneficiaries of that program do not vote in this country. We waste a great deal of money on many domestic programs which affect the State of the Senator from South Carolina and my own State.

We must recognize the fact that we must cut the entire budget.

Furthermore, Mr. President, the average civil service employee, for whom the Senator expresses so much sympathy, would not be affected by the amendment. The amendment would affect only those who are in the top supervisory status whose salaries are already in excess of \$20,000.

I agree that it would result in the stacking up of a great many people. However, let us think of the incentive those people would have who are in a supervisory capacity in the Congress, in the Cabinet, or at the head of an agency. They would have an incentive to eliminate inefficiency in their departments. They would have an incentive to stop the wasting of the taxpayers' money. If they had that incentive and if they cooperated in reducing expenses of the Government, what would they get? They would have their salaries increased that much sooner.

In private industry the incentive plan is used a great deal.

I would not mind labeling this plan as the Johnston incentive plan if the Chairman wants the honor. I have no pride of authorship, even though I am proud of offering this plan. It could be called either the Senator Johnston incentive plan or the President Johnson incentive plan.

President Johnson said that he would balance the budget. If that is so, why would he complain about waiting a brief time before putting these increases into effect? If he is only talking for political propaganda purposes to the American taxpayer, which I really think he is doing, and if he has no intention of balancing the budget Senators should reject the amendment and say that if it were accepted these people would never get a salary increase.

I am not accusing the President of bad faith, even though he has asked for an appropriation which is \$5½ billion more than President Kennedy received in the preceding year.

He talks loud about economy, but actually he is proving to be the most extravagant President ever to occupy the White House.

We will cut these appropriations if our salary increase as well as the salary increase for top executives in the Government were contingent upon our balancing the budget I venture to say that we would find a great deal of enthusiasm in Congress, in the Cabinet, and throughout the executive branch to trim down expenses, especially if we all felt that our own pocketbooks were affected.

Certainly there is no justification for increasing our salaries by 33⅓ percent and telling the American people that for an indefinite period in the future we intend to borrow the money with which to pay for our salary increases.

If that were done by a corporation in private industry that corporation would soon have a new board of directors. I am not too sure that there will not be a new board of directors in Government, too. The taxpayers may change it in November.

So long as the Senator from South Carolina cannot accept this most sensible amendment I ask for the yeas and nays.

The PRESIDING OFFICER. Is the request sufficiently seconded?

The yeas and nays were not ordered.

Mr. MANSFIELD. Mr. President, I ask unanimous consent that there be 30 minutes of debate allowed on the amendment, with 15 minutes controlled by the Senator from Delaware [Mr. WILLIAMS]

and 15 minutes by the Senator from South Carolina [Mr. JOHNSTON.]

The PRESIDING OFFICER. Is there objection? The Chair hears none, and it is so ordered.

Mr. WILLIAMS of Delaware. Mr. President, I ask for the yeas and nays.

The yeas and nays were ordered.

Mr. JOHNSTON. Mr. President, if the amendment were adopted we would find that employees in the GS-16, GS-17, and GS-18 grades would all be compressed in one place at \$20,000. The same thing would apply to heads of departments and others in positions of responsibility, earning more than \$20,000; they also would be stacked together at the \$20,000 level.

Anyone who understands the structure of the Federal service will realize that this would be a bad situation, because it would wreck the salary systems set forth in this bill.

Why penalize the employees, the people who would be affected by the amendment? The Senator from Delaware would provide that only when the budget had been balanced would many of these receive their pay increases. Does he expect the employees to balance the budget? Whose job is it to balance the budget? Have the civil service employees as a body responsibility to do that? No. It is the job of Congress to balance the budget. Yet it is proposed by the amendment to shoulder them with the responsibility for something that Congress should be doing.

As I see it, the amendment has no merit whatsoever at the present time. If it is desired to balance the budget, let it be done when the big appropriation bills come from the Committee on Appropriations.

We cannot expect to balance the budget if we continue to give away billions of dollars in foreign aid and spend billions of dollars for defense. But is there anyone who does not want us to defend our country? I do not believe so.

Mr. LONG of Louisiana. Mr. President, will the Senator yield?

Mr. JOHNSTON. I yield.

Mr. LONG of Louisiana. Perhaps the Senator from South Carolina recalls that a similar amendment was offered by the Senator from Arkansas [Mr. McCLELLAN] to the tax-reduction bill. The amendment provided that the tax cut should not become effective until after the budget had been balanced.

The Senator knows that this is the kind of amendment that is repeatedly offered to bills that might cost the Government some money. Such amendments always provide that the programs are not to become effective until after the budget has been balanced.

This issue involves a simple matter of priority. If Senators desire to provide a pay raise for Government employees, they should vote against the amendment. If they do not want the Government employees to receive a pay raise, they should vote for the amendment.

Mr. MONRONEY. Mr. President, will the Senator from South Carolina yield?

Mr. JOHNSTON. I yield to the Senator from Oklahoma as much time as he may desire.

Mr. MONRONEY. If there is any logic to the proposal of the distinguished



Senator from Delaware, it would be to save enough money by not passing the pay raise bill to contribute to a balanced budget. That is one way in which to read the amendment. But I do not believe that any of us are waiting to be ransomed in order to effect reductions or economies in the public debt, veterans' benefits, the farm program, or anything else. We will use a sharp ax whenever we can, but we do not intend to accept a bribe by denying Federal employees pay raises in order to save money; by saving the money the Senator from Delaware intends to cut out of the pay bill.

We all desire a balanced budget; but we cannot deny justifiable pay raises until the budget has been balanced.

The bill provides for a net cost in pay increases of \$556,836,341. The benefits would flow to 1,732,602 employees.

Among the employees who would be affected by the Senator's amendment would be the small cadre of executives—377—that the President has asked for, whose salaries would be raised by the bill to the new executive pay levels at a cost of about \$2,800,000.

At the very most, the cost of the raises for classified workers in the civil service brackets and for postal workers would be in the neighborhood of \$555 million. Less than \$4 million of that cost would be saved by the amendment of the Senator from Delaware.

While judges have little or nothing whatever to do with the economy or with effecting cuts in the budget, the amendment would withdraw the much needed pay raise for district judges, circuit judges, other judges of the Federal courts, and the members of their staffs. Again, there would be a saving of \$4,900,000, roughly, out of \$556 million.

When we come to Members of Congress and the staffs, who would receive salaries in excess of \$20,000, there would be a saving of \$4,500,000.

Therefore, the amendment, in full effect, would postpone for several years the much needed raises and, at the same time, would deny the right of the Executive to choose and the employ of personnel of great ability in the executive department to work for all the economy possible in Government. There would be a saving, roughly, of only \$16,200,000. Deducting that from the total cost of the bill, \$556 million, would still leave as the cost of the bill approximately \$540,600,000.

I disagree with the Senator from Delaware about the wisdom of denying a pay increase. If the Senator is serious about desiring to balance the budget, all he need do is to vote "nay" on the pay bill, and he will vote to effectuate a total saving to the Government of \$556 million. If it is desired to effect a saving, that is the way to do it, rather than to suggest that by withholding \$16 million of salaries, there will be a balanced budget.

Mr. LAUSCHE. Mr. President, will the Senator from Delaware yield?

Mr. WILLIAMS of Delaware. I yield 5 minutes to the Senator from Ohio.

Mr. LAUSCHE. Mr. President, I contemplate supporting the amendment of the Senator from Delaware. I shall do so principally on the basis that it is some

evidence of a sentiment in the Senate that we ought to start thinking about balancing the budget.

It is true that if the bill is passed, the savings will not be of great consequence. But the savings will, at least, convey a message to the people of the United States that there are some Members of Congress who are convinced that we cannot proceed interminably with unbalanced budgets.

We talk about unbalanced budgets. In the Foreign Service retirement fund, 30-percent contributions of the workers' salaries will be required to keep that fund solvent. At present, the employees are contributing 6½ percent. If the fund is to be kept solvent, there will have to be a contribution by the Government of 23½ percent of the amount of the salary.

The obligations of the retirement fund for civil service employees are \$49 billion. There is \$14 billion in the fund. Unfunded is \$35 billion. That unfunded obligation is owed by the Federal Government.

But what are we doing about it? With \$35 billion unfunded, every time Congress raises salaries, it also raises, eventually, the obligation of the Government in the retirement operation. When this pay raise bill is passed, there will be a new obligation of \$1,300 million upon the retirement fund. That will be an obligation that has not been funded at all. The taxpayers will have to meet that obligation.

The beneficiaries, each year for 5 years, will be entitled to 6 percent more of retirement pay, as stated by the Senator from Delaware [Mr. WILLIAMS] yesterday. My question is: Can we be rationalizing if we believe that this kind of activity can continue? My answer to that question is that we cannot be. It is against the law of nature. Nature will not tolerate it. The time will come when there will be an accounting; and the worse we make the condition the more painful the accounting will be.

I repeat that the amount of money which would be saved by the amendment of the Senator from Delaware would be inconsequential, but his proposal is of great importance because at least it would send out word to the country that there are some in Congress who are beginning to worry about where the country is heading.

In my judgment, we are running downhill madly—

Mr. JOHNSTON. Mr. President, on whose time is the Senator from Ohio speaking?

Mr. LAUSCHE. I am speaking on the time of the Senator from Delaware [Mr. WILLIAMS].

Mr. JOHNSTON. Good.

Mr. LAUSCHE. We are running downhill madly, with the brakes loose.

I wish to give an example of where we are heading. The exhibitors of foreign countries at the New York World's Fair are in need of service for their pavilions, and I wish to read what is happening to the reputation of the United States which is being damaged by—

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. LAUSCHE. Mr. President, I ask unanimous consent that I may proceed for 3 additional minutes, if the Senator from Delaware will permit me.

Mr. WILLIAMS of Delaware. I am happy to yield 3 minutes to the Senator from Ohio.

Mr. President, how much time have I left?

The PRESIDING OFFICER. The Senator from Delaware has 10 minutes remaining. How much time does the Senator from Delaware yield to the Senator from Ohio?

Mr. WILLIAMS of Delaware. I yield 3 minutes.

The PRESIDING OFFICER. The Senator from Ohio is recognized for 3 additional minutes.

Mr. LAUSCHE. I read:

The reputation of the United States is being damaged by a shakedown of countries which accepted invitations to participate in the fair. The principal subcontractor on the fairgrounds is charging exhibitors \$17 an hour for plumbers, \$11 for carpenters, \$10 for painters, and \$8 for unskilled laborers.

At one such pavilion, the operator was charged \$150 for work on a stopped sink, and then he reported the job was botched.

Keep on with this policy and we shall be adding fuel to what is happening throughout the country on the inordinate demands being made upon those people who wish to buy goods and services.

I thank the Senator from Delaware for allowing me to have the floor for these 7 minutes.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Delaware.

Mr. WILLIAMS of Delaware. Mr. President, I yield myself 3 minutes.

The PRESIDING OFFICER. The Senator from Delaware is recognized for 3 minutes.

Mr. WILLIAMS of Delaware. I disagree completely that the savings under the amendment can be measured by the dollar amounts involved. There may be only approximately \$30 million of real reduction under this amendment, but this will be an incentive on the part of Members of Congress who vote for these appropriations and on the part of the executive branch and the heads of these agencies, who recommend the appropriation or approve the expenditures, to cut down expenses and appropriations and eliminate some of the unnecessary waste and extravagance which we all know does go on in the Government and which every Member of Congress will admit goes on in the Government.

Certainly if we have the top officials of the Government placed in the position that they cannot get their salary increases until they have demonstrated that they are worthy of them, this would be a greater incentive on them.

It is true that there will be some stacked up at the top, but in order to get them unstacked let us balance the budget. If anyone believes that we are really going to balance the budget then the postponement is only for a temporary period of time.

There are those who have been telling the taxpayers that they are going to balance the budget, and they should support the amendment. If they do not



believe what they are saying they should vote against the amendment and admit to the taxpayers that they are speaking for political purposes only. I do not believe we will ever balance the budget under the present administration policies.

I am not unmindful that since 1930 we have never balanced the budget but 6 of those 34 years—28 of those years we have lived beyond our income.

I am also not unmindful of the fact that since 1900, with the exception of 3 years, the Democratic Party has never operated the Government with a balanced budget.

I have no faith whatever in the promise of this administration to balance the budget, particularly under this new-fangled theory that we can cut taxes and increase spending, all at the same time, and end up in a couple of years with enough money to make it possible to balance the budget. We cannot do it in private business, we cannot do it in private families, and we cannot do it in the Government.

Let them tell the taxpayers what is meant. Let them tell them the truth.

This amendment is merely to separate the truth of the matter. Do we really believe we are going to balance the budget? If we do then vote for the amendment and go home and say that we shall have a salary increase in a very short period of time. But if we do not believe it then go ahead and vote against it.

Certainly this amendment can be justified. Certainly no Member of Congress can go home to his constituents and justify having voted for a 33⅓-percent salary increase when he tells them that that increase is being financed solely out of borrowed money.

Mr. MILLER. Mr. President, will the Senator from Delaware yield?

Mr. WILLIAMS of Delaware. Out of the 3 minutes I have left, I yield to the Senator from Iowa.

Mr. MILLER. Mr. President, first let me say to my good friend, the Senator from Delaware [Mr. WILLIAMS], that there is much merit in his amendment.

I should like to inquire of him when he refers to the Federal budget, does he mean the administrative budget? I believe the legislative history should show that.

Mr. WILLIAMS of Delaware. The Senator is correct. As certified by the Secretary of the Treasury.

Mr. MILLER. Second, suppose that there is a Federal balanced budget, let us say, for the next fiscal year, and the salary went into effect the following fiscal year and there was an unbalanced budget, would the salaries still stay in effect?

Mr. WILLIAMS of Delaware. The salaries would stay in effect under the amendment, but if we can ever get this Government's spending controlled perhaps we can hold it. I am concerned over the fact that there is no evidence that in the near future we shall be able to control spending in the Government.

We had the Director of the Budget before our committee, who bragged of the fact that deficits did not just hap-

pen, he said that they were planned that way.

In other words, they brag and say that there is virtue in a "planned deficit." I am concerned about this new idea on the Potomac frontier that there is virtue in spending more than we have and that the Director of the Budget claims that he plans these deficits because they thought they would stimulate the economy. We were told that they have no prospects of balancing the budget until 1968, which by the way happens to be another presidential campaign year. I suppose they will then be promising to balance the budget.

The American taxpayer is getting tired of living on these promises.

If the administration means what it says, let us vote for this amendment and say that these salary increases for Congress and top executives will not go into effect until we actually bring about what has been promised—a balanced budget.

Mr. President, how much time have I left?

The PRESIDING OFFICER. The Senator from Delaware has 5 minutes remaining.

Mr. MILLER. Mr. President, will the Senator from Delaware yield for 1 minute?

Mr. WILLIAMS of Delaware. I will be glad to yield to the Senator from Iowa for a question.

The PRESIDING OFFICER. How much time does the Senator from Delaware yield to the Senator from Iowa?

Mr. WILLIAMS of Delaware. I have 5 minutes left—I yield 1 minute to the Senator from Iowa.

The PRESIDING OFFICER. The Senator from Iowa is recognized for 1 minute.

Mr. MILLER. I thank the Senator from Delaware.

The significance of this is not so much in balancing the budget as in its impact on inflation. It does not necessarily follow that because we have a deficit of a billion dollars that we have inflation of a billion dollars. But, in the present structure of the economy, and under the present monetary policy of the administration, it works out that way.

For example, during 1961, 1962, and 1963, while we were going \$20 billion deeper into debt, we had \$21 billion of inflation.

This, I believe, is the significance of the amendment of the Senator from Delaware. It is designed to stop this continued inflation, which some so-called economists are trying to discount, but, nevertheless, is hurting many people in the United States.

I commend the Senator from Delaware on his amendment.

Mr. WILLIAMS of Delaware. Before the rest of my time expires I point out again that this amendment does not affect the average civil service employee one iota, nor does it affect the postal workers, and so forth. This amendment affects only those top officials of the Government whose salaries are in excess of \$20,000 and who are directly responsible for whatever excess spending goes on in the Government.

Mr. President, I reserve the remainder of my time.

Mr. JOHNSTON. I yield 2 minutes to the Senator from Oklahoma.

Mr. MONRONEY. Mr. President, I respectfully suggest that if the senior Senator from Delaware wants economy, if he wants to go a half billion toward balancing the budget, he should take a direct, affirmative course and vote against this bill, which he has every right to do. I do not intend to do it. The bill provides only \$16.2 million for those, roughly, falling in the \$20,000 and above class.

The very men whose responsibility and training are needed and who must be procured by the Bureau of the Budget, are needed to effect the economy—not the meat-ax kind of economy, but the general economy. They cannot be hired at \$20,000. We cannot get a comptroller or a good finance man. We cannot pull this type of man into the Government service at \$20,000 a year—the men who can effectuate the kind of economy we seek in order to balance the budget.

We have to bring in more talent, more young men, more people of ability, CPA's, and auditors to reach down deep into the departments and effectuate economies, consolidation, and deletion of various programs if we expect to come within the terms of a balanced budget. And cutting \$16.2 million out of this bill will not do it.

If we want to make a substantial start, then the Senator should—and I expect he will—vote against the entire pay bill. But I call attention to the fact that those receiving above \$20,000 a year, who would be affected by his amendment, are largely judges, and high-level civil service and postal employees. They have not had a pay raise in the past 4 or 5 years. Pay raises have gone to those who receive below \$20,000.

The PRESIDING OFFICER. The time for the Senator from Oklahoma has expired.

#### PROPOSED LEGISLATION FOR DISPOSAL OF CERTAIN MATERIALS FROM NATIONAL STOCKPILE

Mr. SYMINGTON. Mr. President, will the Senator yield 30 seconds?

Mr. JOHNSTON. I yield 30 seconds to the Senator from Missouri.

The PRESIDING OFFICER. The Senator from Missouri is recognized for 30 seconds.

Mr. SYMINGTON. Mr. President, earlier today, I reported four measures to authorize the disposal of four materials held in the national stockpile. I ask unanimous consent for the present consideration of these four measures. I also request that appropriate excerpts from the committee reports be printed in the RECORD in connection with the consideration of these measures.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### DISPOSAL OF PIG TIN

The PRESIDING OFFICER. Is there objection to the request for the im-



mediate consideration of the four measures referred to?

There being no objection, the concurrent resolution (H. Con. Res. 300) authorizing the disposal of approximately 98,000 long tons of pig tin from the national stockpile was considered and agreed to.

The excerpts from the report (No. 1166) presented by Mr. SYMINGTON are as follows:

#### PURPOSE

This resolution would grant congressional consent to the disposal of 98,000 long tons of pig tin now held in the national stockpile.

#### TIN

A notice of a proposed disposal of 98,000 short tons of pig tin was published in the Federal Register on March 27, 1964, 29 F.R. 3838, and the Congress was asked to approve the disposal.

On July 26, 1963, the Director of the Office of Emergency Planning established a revised stockpile objective for tin at 200,000 long tons. As of May 15, 1964, the quantity of tin in inventory in excess of this objective, after sales commitments, was 123,541 long tons. Of this excess quantity 25,541 long tons remained to be sold from a disposal program of 50,000 long tons approved by House Concurrent Resolution 473, which was agreed to by the House on June 1, 1962, and by the Senate on June 21, 1962. Hence the quantity of tin in the national stockpile that is excess to requirements and that has not been previously approved for disposal is approximately 98,000 long tons.

Consumption of tin within the United States declined from 83,000 long tons in 1929 to about 55,000 long tons in 1963. Consumption throughout the free world has shown a steady increase in the last 5 years—from 136,000 long tons in 1958 to 158,500 long tons in 1963. This free world consumption is estimated to increase to 175,000 long tons annually by 1968. Free world production of tin has increased over that of 5 years ago, but it has not kept pace with consumption. The output has increased from 121,124 long tons in 1958 to 146,700 long tons in 1963 and this is expected to increase to 158,200 long tons by 1968. The estimate consequently is that there will be a deficit of about 20,000 long tons annually over the long term.

The disposal plan for tin contemplates that the 25,541 long tons that are the remaining unsold balance under House Concurrent Resolution 473 of the 87th Congress will be merged with the 98,000 long tons that are the subject of this resolution. The total excess will be disposed of over a period of approximately 6 to 8 years. The General Services Administration has announced that it expects to dispose of approximately 20,000 long tons of tin during the first year of the program and that the disposal plan will be reviewed at least annually by the Administrator of General Services in consultation with other interested departments and agencies.

#### LEGISLATIVE REFERENCE

The objective of this resolution is similar to Senate Concurrent Resolution 77, introduced by the senior Senator from Missouri [Mr. SYMINGTON].

#### FISCAL DATA

The average acquisition cost of the pig tin in the national stockpile was \$1.0855 per pound. The average return to the Government from the disposal action authorized by House Concurrent Resolution 473 of the 87th Congress has been \$1.26 per pound. The current market prices for pig tin are in the range of \$1.50 to \$1.56 per pound. The General Services Administration estimates that the price for pig tin will continue to remain favorable for this disposal action.

### DISPOSAL OF MOLYBDENUM FROM THE NATIONAL STOCKPILE

The bill (H.R. 11235) to authorize the disposal, without regard to the prescribed 6-month waiting period, of approximately 11 million pounds of molybdenum from the national stockpile was considered, ordered to a third reading, read the third time, and passed.

The excerpts from the report (No. 1163) presented by Mr. SYMINGTON are, as follows:

#### PURPOSE

This bill would (1) grant congressional approval for the disposal of 11 million pounds of molybdenum now held in the national stockpile, and (2) waive the 6-month waiting period ordinarily required before disposals of strategic and critical materials may be made from the national stockpile.

#### MOLYBDENUM

Molybdenum is a basic industrial raw material used chiefly in the manufacture of alloy, steels, and chemicals. An uninterrupted supply of this material is essential to the economies of highly industrialized nations.

The United States is the largest producer and consumer of molybdenum in the world. U.S. production was 66 million pounds in 1963. The only other significant supplies of molybdenum available to the free world are in Chile, which now produces about 5 million pounds annually.

U.S. consumption of molybdenum has increased from 24 million pounds in 1958 to 48 million pounds in 1963. Although production in the United States exceeds domestic consumption, the strong demand for molybdenum by other industrialized countries of the free world has created pressure upon the supplies of the U.S. producers.

The committee was informed that U.S. producers of molybdenum are taking steps to meet increased demands from ample molybdenum ore reserves but that because of the lag between consumer demand and production a balance between demand and supply is not immediately foreseeable and the present shortage may continue for some time. This gives the Government an opportunity to dispose of some excess molybdenum and also to satisfy an urgent immediate need for the material in our domestic industry.

If this bill is approved the General Services Administration plans an initial sales offering of 2 million pounds on a competitive basis. Subsequent offerings would be made periodically, depending upon the evaluation of previous sales and of existing market conditions. Disposals would be limited to domestic consumption.

The current stockpile objective for molybdenum is 68 million pounds. The inventory in the national stockpile is slightly more than 79 million pounds. This bill would permit the disposal of all the molybdenum that is surplus to stockpile objectives.

#### FISCAL DATA

The average acquisition cost of molybdenum in the national stockpile was \$1.06 per pound. Current market prices are approximately \$1.55 per pound. Disposals under House Concurrent Resolution 473 of the 87th Congress resulted in an average return to the Government of \$1.448 per pound.

### SALE OF ZINC

The bill (H.R. 11004) to authorize the sale, without regard to the 6-month period prescribed, of zinc proposed to be disposed of pursuant to the Strategic and Critical Materials Stock Piling Act, was considered, ordered to a third reading, read the third time, and passed.

The excerpts from the report (No. 1165) presented by Mr. SYMINGTON are, as follows:

#### PURPOSE

This bill would (1) grant congressional approval for the disposal of approximately 75,000 short tons of zinc now held in the national stockpile, and (2) waive the 6-month waiting period ordinarily required before disposals of strategic and critical materials may be made from the national stockpile.

#### ZINC

Zinc that would be disposed of under this bill is excess to present mobilization requirements of the Government. The current stockpile objective for zinc is zero. The inventory of zinc in the national stockpile is 1,580,643 short tons.

Within the last 2 years U.S. consumption of zinc has reached near record levels—1,013,821 short tons in 1962, and 1,081,354 short tons in 1963. The year of record consumption was 1955, when 1,119,812 short tons were used.

The consumption of zinc in the United States is primarily by the automotive industry, which uses the material in dye castings and for galvanizing. Use of zinc in the production of automobiles is increasing and the present estimate is that zinc consumption in 1964 will surpass the record year of 1955.

Domestic mine production of zinc ore is insufficient to meet our requirements. As a result, the United States depends upon foreign sources of supply for almost one-half of the smelting ores needed here. The U.S. consumption of zinc has exceeded domestic production by about 100,000 short tons a year for the past 2 years. Consumers in the United States are experiencing difficulties in securing needed supplies. The excess zinc in the national stockpile is more than adequate to satisfy consumer needs that the producing industry is now unable to fulfill. This condition affords the Government an opportunity to dispose of surplus zinc from the stockpile without an unfavorable impact upon the market and it also meets an important industrial need.

#### LEGISLATIVE REFERENCE

The objective of this bill is similar to that of S. 2768, which was introduced by the junior Senator from Ohio [Mr. YOUNG].

#### FISCAL DATA

The average acquisition cost of zinc in the national stockpile was \$0.1449 per pound. Current market prices range from \$0.1350 to \$0.1475 per pound. The General Services Administration estimates that the price of zinc will continue to remain favorable during the period of the proposed disposal action.

### SALE OF LEAD

The bill (H.R. 11257) to authorize the sale, without regard to the 6-month waiting period prescribed, of lead proposed to be disposed of pursuant to the Strategic and Critical Materials Stock Piling Act was considered, ordered to a third reading, read the third time, and passed.

The excerpts from the report (No. 1164) presented by Mr. SYMINGTON are, as follows:

#### PURPOSE

This bill would (1) grant congressional approval for the disposal of 50,000 tons of lead now held in the national stockpile, and (2) waive the 6-month waiting period ordinarily required before disposals of strategic and critical materials may be made from the national stockpile.



## LEAD

Consumption of lead in the United States has been increasing in recent years, with the available supply being exceeded by nearly 40,000 short tons in both 1962 and 1963. The total U.S. consumption of 1,154,300 short tons in 1963 was the highest since 1957 when consumption was 1,138,115 short tons.

The stockpile objective for lead was reduced by the Office of Emergency Planning from 286,000 short tons to zero on June 17, 1963. As a consequence the inventory of 1,378,453 short tons of lead in excess of estimated stockpile requirements. The committee was informed that the developing lead shortage in the commercial market may become serious during 1964. Consequently the present circumstances seem more favorable for an orderly disposal of lead surpluses than they have in recent years.

## LEGISLATIVE REFERENCE

The objective of this bill is similar to that of S. 2933, introduced by the junior Senator from West Virginia, [Mr. BYRD], and S. 2867, which was introduced by the senior Senator from West Virginia, [Mr. RANDOLPH].

## FISCAL DATA

The average acquisition cost of the lead in the national stockpile was \$0.1445 per pound. Current market prices for lead, the highest in several years, are about \$0.13 per pound.

Mr. MONRONEY. Would the Senator tell us how much lead and zinc is involved?

Mr. SYMINGTON. There are 75,000 tons of zinc; and 50,000 tons of lead.

Mr. MONRONEY. Can the Senator state whether the committee is satisfied it will have no adverse effect on the commodity?

Mr. SYMINGTON. Let me say to the Senator from Oklahoma that those who are most eager to have the disposals approved are the users of the materials. There is a critical shortage.

Mr. MONRONEY. It would not adversely affect the current market, in the judgment of the Senator?

Mr. SYMINGTON. In the opinion of the disposal experts of the General Services Administration, and in the judgment of the committee, it would not.

Mr. MONRONEY. I thank the Senator. I know of his great interest in this subject. His State is an important producer of the material.

## GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. LAUSCHE. Mr. President, will the Senator yield for a question?

Mr. JOHNSTON. I yield.

Mr. LAUSCHE. I should like to know whether the pay increase would also apply to retired judges who are drawing full pay for life.

Mr. JOHNSTON. Mr. President, inactive judges drawing full pay are not specifically mentioned in this bill. But under the law that is already on the statute books, they would.

Mr. LAUSCHE. That means that a judge who is retired would also get the benefit of this pay increase?

Mr. JOHNSTON. That is true.

Mr. DIRKSEN. Mr. President, I suggest the absence of a quorum, and I ask unanimous consent that the time not be charged against the time on either side.

The PRESIDING OFFICER. Without objection, it is so ordered. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. JOHNSTON. Mr. President—

Mr. MANSFIELD. Mr. President, will the Senator from South Carolina yield briefly to me?

Mr. JOHNSTON. I yield 1 minute to the Senator from Montana.

The PRESIDING OFFICER. The Senator from Montana is recognized for 1 minute.

Mr. MANSFIELD. I understand that the next amendment will be one to be offered by the Senator from Oregon.

I ask unanimous consent—and I hope this meets with the approval of the Senate—that, from now on, there be a time limitation, on each amendment, of one-half an hour, with 15 minutes to be allotted to the proponents and 15 minutes to be allotted to the opponents, and with the time to be controlled, respectively, by the mover of the amendment and the Senator from South Carolina, respectively; and that 2 hours be available on the question of the passage of the bill, with the time to be controlled by the majority leader and the minority leader.

The PRESIDING OFFICER. Is there objection? Without objection, it is so ordered.

Mr. MANSFIELD. I thank the Senator from South Carolina for yielding to me.

The PRESIDING OFFICER. Who yields time, and to whom? Do Senators who are in charge of the time on the Williams amendment yield back the remaining time under their control?

Mr. JOHNSTON. Mr. President, how much time remains available to each side?

The PRESIDING OFFICER. The Senator from Delaware has 4 minutes remaining; the Senator from South Carolina has 6 minutes remaining.

The question is on agreeing to the amendment of the Senator from Delaware [Mr. WILLIAMS].

Mr. McCLELLAN. Mr. President—

Mr. WILLIAMS of Delaware. Mr. President—

The PRESIDING OFFICER. Does either side yield time to the Senator from Arkansas?

Mr. McCLELLAN. Mr. President, I wish to have only about 1 minute.

The PRESIDING OFFICER. Who yields time to the Senator from Arkansas?

Mr. McCLELLAN. Mr. President, if I cannot get any time now, I shall offer an amendment of my own.

Mr. WILLIAMS of Delaware. Mr. President, I shall try to get the time for the Senator from Arkansas. I have yielded almost all the time I have.

Mr. JOHNSTON. Mr. President, I do

not know on which side the Senator intends to speak. I am willing to give him 1 minute of my time. I suggest that the Senator from Delaware yield him 1 minute.

Mr. DIRKSEN. Mr. President, to resolve the issue, I yield 1 minute on the bill to the Senator from Arkansas.

Mr. McCLELLAN. I wish to make one statement. One of the reasons why I cannot support the bill is that the Government is operating at a continuous deficit. Later I shall make a short statement on the bill, but that is one of the reasons why I cannot support the bill.

When the tax reduction bill was before the Senate, I offered an amendment which would link the reduction to a balanced budget. In a sense, my position now is comparable. The same principle is involved as was involved in the previous amendment.

I commend those who have offered the amendment. I shall support it. I do not believe—and I will repeat the statement again in my remarks—that we have any moral right to raise our salaries and charge the cost to future generations. We should not increase the deficit under which the Government is now operating.

Mr. DIRKSEN. Mr. President, will the Senator from South Carolina yield 2 minutes?

Mr. JOHNSTON. I yield 2 minutes to the minority leader.

The PRESIDING OFFICER. The Senator from Illinois is recognized for 2 minutes.

Mr. DIRKSEN. Mr. President, I hope that the amendment will not prevail. Very simply, it provides that there shall be no salary increase in the case of those whose salary is now \$20,000 or over, until the Federal budget is balanced.

I sat through all the tax hearings held by the Senate Committee on Finance. Some of the best testimony we had was from none other than Arthur Burns, the economist and chairman of economic advisers in the Eisenhower administration. It was his opinion, contrary to that of some others, including the Secretary of the Treasury, that we could not see a balanced budget until 1972. That is 8 years from now.

I should like to invite attention to what is involved. It touches an amount equal to one quarter of 1 percent of the money that is carried in the bill. That is the total sum. It is in the neighborhood of about \$16 million. If there is any virtue in that kind of attitude on the bill, we ought to start reducing every appropriation by half if we are to make any progress in that direction. In my judgment, at best the proposal is only a gesture; therefore I trust that the amendment will be rejected.

## FARM PARITY DOWN—NO TIME TO RAISE CONGRESSIONAL SALARIES

Mr. WILLIAMS of Delaware. Mr. President, I yield 2 minutes to the Senator from South Dakota.

Mr. MUNDT. Mr. President, I wonder if the minority leader would yield me an extra minute on the bill.



Mr. DIRKSEN. I yield 1 minute on the bill to the Senator from South Dakota.

The PRESIDING OFFICER. The Senator from South Dakota is recognized for 3 minutes.

Mr. MUNDT. Mr. President, I shall support the Williams amendment. It seems to me that if nothing else can be said about the proposed pay raise bill, it can be recorded as the masterpiece of bad timing of the 20th century.

A 33-percent increase in our salaries has been proposed at a time when we have recently increased, once again, the national debt limit, at a time when we have denied the people a reduction in excise taxes which the Senate voted and surrendered in conference and at a time when the whole agricultural economy of our country is in the doldrums. I do not believe that anyone could have conceived a worst time in which to propose this kind of bill to propose increasing congressional salaries.

However, with the amendment offered by the Senator from Delaware [Mr. WILLIAMS] it seems to me that we could in good conscience support the proposed legislation.

First. The amendment would not delay for one single second increasing the salary of anyone in the Federal Government who is receiving less than \$20,000. I am strongly in favor of the legitimate pay increases suggested for these lower income Federal employees.

Second. The proposal would afford an inducement to the policymakers of our country—who are the people in Congress and in the executive department who are getting over \$20,000—to develop some economic programs which will stimulate our economy so that we can have a balanced budget.

I see nothing in the record of expenditures on the part of the policymakers thus far that should give them a 33½-percent increase in salary, because they have consistently kept our country in the red. Surely the policymakers in the executive and legislative branches of Government deserve no bonus in the form of pay increases for a record of that kind.

Mr. President, I point out what has happened to the agricultural economy as an example of our failures. This morning in my office I received the release from the Department of Agriculture for June on agricultural prices. The release shows that parity for farmers in this country has dropped to 74 percent. That is the lowest since August 1939. It represents another full point drop from a month ago.

The proposal comes at a time when those engaged in the beef industry in this country are going broke because of imports and poor prices, and at a time when farmers generally are receiving prices which are only 74 percent of parity. It seems to me highly logical and persuasive that we should defer the proposed increase in salaries for ourselves, for judges in retirement, and for policymakers who are earning over \$20,000 a year until such time as we have produced programs—and we have enacted them—which will provide for a balancing of the budget.

This New Frontier idea of voting ourselves a 33½-percent increase in salaries out of borrowed money does not add up as sound or right in anyone's arithmetic book. We ought to consider the Williams proposal seriously and say to the policymakers, "All right. Your policies have failed. You have been consistently putting this country into the red, in this time of peace and prosperity. You have submerged the agricultural economy to 74 percent of parity. Come forth with something worthwhile. Come forward with some economies. Come up with some stimulus and incentive to industry, business, and agriculture so we can produce the money to balance the budget. Then will be the time to increase the salaries of those in the higher salary brackets who hold the responsibility for policymaking in our Government. Perhaps the inducement of a pay raise predicated on a better performance record will help get the sensible solutions our problems require."

Our present Federal policies, Mr. President, are failing our American farmers and ranchers very seriously. This administration was elected on the promise of "parity prices for agriculture." Instead, import practices and Department of Agriculture policies forced through a Congress which this administration dominates by a 2-to-1 majority have put parity prices so low they are averaging from 8 to 10 percent lower than during the Eisenhower Republican years. Look at the record. In June of 1960 under Eisenhower, parity stood at 78 percent; and in June of 1961 was still 78 percent; in June of 1962 it remained at 78 percent with no progress toward the promised goal of 100 percent parity prices for farmers. By June of 1963 parity had dropped in fact to 77 percent and in June of this year—as of today—it has sagged to 74 percent. Policymakers paid over \$20,000 or more per year surely deserve no pay increase for that type of record and neither do the Members of this Congress.

I should add that during every other June of the Eisenhower administration parity ranged from 81 to 92 percent, so we have had a total drop from the first year of the Republican administration parity level of 92 percent for farm prices in 1953 to 74 percent of parity today—a total drop during these past 11 years of 18 percent. As a Senator from a farm State I cannot in good conscience vote for a pay-increase bill raising by some 33½ percent the salaries of policymakers now receiving over \$20,000 per year in the face of such a sorry record of performance.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. LAUSCHE. Mr. President, will the Senator yield to me 1 minute on the bill to ask the Senator from South Dakota a question?

Mr. DIRKSEN. I yield 1 minute to the Senator from Ohio.

The PRESIDING OFFICER. The Senator from Ohio is recognized for 1 minute.

Mr. LAUSCHE. Mr. President, retired Supreme Court Judges are receiving \$35,000 for life. They are inactive.

We have also inactive judges of the circuit courts of appeals and the district court of the United States. Does the Senator know that everyone of those inactive judges who are presently receiving, respectively, \$35,000 a year, \$25,500, and \$22,500 would have the benefit of the proposed increase?

Mr. MUNDT. Yes, the Senator knows that. In addition the Senator from South Dakota knows something else. He knows that the judges' plush lifetime pension of full salaries is a noncontributory pension to which the judges contribute not one single dime. It is paid for entirely by the taxpayers. I do not think that now is the time to reward them with an increase in retirement benefits paid for by borrowed money.

Mr. WILLIAMS of Delaware. Mr. President, I yield 1 minute to the Senator from Colorado.

Mr. DOMINICK. Mr. President, as a cosponsor of the amendment, I wish to speak briefly on it.

Yesterday many Senators who were supporting the bill referred to the U.S. Government as the largest corporation in the world. They said that, therefore, we ought to pay the executives commensurate salaries and bring them up to the levels proposed in the bill.

I submit to the Senate that if we actually had a corporation with a board of directors which had consistently operated that corporation in the red for many years, and is now programming a period of continuing activity to run it in the red for the next 7 or 8 years, there would be short shrift for the members of the executive department who were operating that corporation.

The amendment would provide an incentive for those who are operating the so-called corporation—the Members of the House, the Senate, and the executive department downtown—to change the operation from one which is in the red to one which is in the black in order to try to get some kind of balanced budget.

The PRESIDING OFFICER. The time of the Senator has expired.

Who yields time? The question is on the amendment of the Senator from Delaware [Mr. WILLIAMS]. The yeas and nays have been ordered—

Mr. WILLIAMS of Delaware. Mr. President, I will take the 1 minute remaining on my amendment.

I call attention to the fact that only last week the Congress rejected the repeal of retail excise taxes on the theory that we could not finance the deficit on borrowed money. How can we tell the people that we could not cut taxes because we cannot finance the deficit on borrowed money but that we can increase our own salaries by 33½ percent and do not mind doing it with borrowed money?

We were told last week that \$7 billion of the \$9 billion request for an increase in the debt ceiling this year is to make up the loss in revenues resulting from the tax cut of last January. Here is another \$500 or \$600 million increase in salaries.

I am proposing, under the amendment, to postpone the effective date of the increase of salaries in excess of \$20,000 un-



til we can demonstrate to the American people that we are worthy of it and can earn it.

I ask unanimous consent to have printed in the RECORD an editorial which appeared in the Washington Daily News of Tuesday, June 30, in which it was pointed out that the Senate of the United States cannot recover its prestige solely by increasing the salaries of its Members.

There being no objection, the editorial was ordered to be printed in the RECORD, as follows:

**PRESTIGE?—DIGNITY?—STATUS?**

Senator OLIN JOHNSTON, Democrat, of South Carolina, and his colleagues of the Senate Post Office and Civil Service Committee have now formally recommended in a written report that all Senators and Representatives be paid an additional \$7,500 a year.

Their bill, scheduled for Senate action this week, also provides pay increases for all other Federal employees, judges, congressional help, and postmasters. It follows the pattern of the one passed by the House and ups the lawmakers' pay from \$22,500 to \$30,000 a year.

The Johnston report argues that the "increasing cost of serving in Washington" is one reason for the pay increase, not mentioning that no Congressman ever was hog-tied and made to take his job. He sought it of his own free will, and was glad enough to get it.

But when the report says that "also involved (in the proposed pay increase) is the prestige, dignity, and status of the Congress and its Members," it is indulging in as ridiculous a bit of sophistry as we've ever seen in a congressional report.

Senators should know money won't buy prestige. If it's prestige they want, let them write a law (and obey it) to end congressional conflicts of interest and set up a rigid and honest congressional code of ethics.

If it's dignity they want, more pay won't assure it, but an end of nepotism might.

And if it's status they so greatly desire, they should know that raiding the Treasury in their own behalf won't achieve it. Let them seek status by putting an end to sponging on the Federal Treasury with lush Government-paid junkets disguised as fact-finding or investigative trips, and let them pass an honest clean elections law to assure complete and instant disclosure of all campaign contributions and expenditures.

The PRESIDING OFFICER. The time of the Senator from Delaware has expired.

The Senator from South Carolina [Mr. JOHNSTON] has 1 minute remaining.

Mr. JOHNSTON. Mr. President, I yield back my time, and I ask for a vote.

The PRESIDING OFFICER. All time on the amendment has been yielded back.

The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Oklahoma [Mr. EDMONDSON] is absent on official business.

I announce that the Senator from Indiana [Mr. BAYH], the Senator from California [Mr. ENGLE], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that the Senator from Florida [Mr. SMATHERS] and the Senator from Texas [Mr. YARBOROUGH] are necessarily absent.

I further announce that, if present and voting, the Senator from Florida [Mr. SMATHERS] and the Senator from Texas

[Mr. YARBOROUGH] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. CORTON], the Senator from Hawaii [Mr. FONG], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Massachusetts [Mr. SALTONSTALL] would vote "nay."

The result was announced—yeas 26, nays 65, as follows:

[No. 461 Leg.]

**YEAS—26**

|           |               |                |
|-----------|---------------|----------------|
| Bennett   | Jordan, Idaho | Robertson      |
| Boggs     | Lausche       | Russell        |
| Byrd, Va. | McClellan     | Simpson        |
| Church    | McGovern      | Talmadge       |
| Curtis    | Mecham        | Thurmond       |
| Dominick  | Miller        | Tower          |
| Ellender  | Mundt         | Williams, Del. |
| Goldwater | Pearson       | Young, Ohio    |
| Hruska    | Proxmire      |                |

**NAYS—65**

|              |              |                |
|--------------|--------------|----------------|
| Aiken        | Hart         | Metcalf        |
| Allott       | Hartke       | Monroney       |
| Anderson     | Hayden       | Morse          |
| Bartlett     | Hickenlooper | Morton         |
| Beall        | Hill         | Moss           |
| Bible        | Holland      | Muskie         |
| Brewster     | Humphrey     | Nelson         |
| Burdick      | Inouye       | Neuberger      |
| Byrd, W. Va. | Jackson      | Pastore        |
| Cannon       | Javits       | Pell           |
| Carlson      | Johnston     | Prouty         |
| Case         | Jordan, N.C. | Randolph       |
| Clark        | Keating      | Ribicoff       |
| Cooper       | Kuchel       | Scott          |
| Dirksen      | Long, Mo.    | Smith          |
| Dodd         | Long, La.    | Sparkman       |
| Douglas      | Magnuson     | Stennis        |
| Eastland     | Mansfield    | Symington      |
| Ervin        | McCarthy     | Walters        |
| Fulbright    | McGee        | Williams, N.J. |
| Gore         | McIntyre     | Young, N. Dak. |
| Gruening     | McNamara     |                |

**NOT VOTING—9**

|           |         |             |
|-----------|---------|-------------|
| Bayh      | Engle   | Saltonstall |
| Cotton    | Fong    | Smathers    |
| Edmondson | Kennedy | Yarborough  |

So the amendment offered by Mr. WILLIAMS of Delaware, for himself and other Senators, was rejected.

**EXECUTIVE SESSION**

Mr. MANSFIELD. Mr. President, I yield myself 2 minutes.

I ask unanimous consent that the Senate proceed to the consideration of executive business.

The PRESIDING OFFICER. Is there objection?

There being no objection, the Senate proceeded to the consideration of executive business.

By Mr. RUSSELL, from the Committee on Armed Services, reported the following nominations:

Gen. Earle G. Wheeler, U.S. Army, for appointment as Chairman, Joint Chiefs of Staff;

Gen. Barksdale Hamlett, U.S. Army, to be placed on the retired list in the grade of general;

Lt. Gen. Harold Keith Johnson, U.S. Army, for appointment as Chief of Staff, U.S. Army, in the grade of general; and

Lt. Gen. Creighton Williams Abrams, Jr., Army of the United States (colonel, U.S. Army), to be assigned to a position of importance and responsibility designated by the President, in the grade of general while so serving.

Mr. RUSSELL. Mr. President, I ask unanimous consent that the Senate may

consider the nominations of certain Army officers, whose nominations I have just reported.

The PRESIDING OFFICER. Without objection, the nominations will be stated.

**IN THE U.S. ARMY**

The legislative clerk read the nomination of Gen. Earle G. Wheeler, U.S. Army, for appointment as Chairman, Joint Chiefs of Staff.

The PRESIDING OFFICER. Without objection, the nomination is confirmed.

The legislative clerk read the nomination of Gen. Barksdale Hamlett, U.S. Army, to be placed on the retired list in the grade of general.

The PRESIDING OFFICER. Without objection, the nomination is confirmed.

The legislative clerk read the nomination of Lt. Gen. Harold Keith Johnson, U.S. Army, for appointment as Chief of Staff, U.S. Army, in the grade of general.

The PRESIDING OFFICER. Without objection, the nomination is confirmed.

**ARMY OF THE UNITED STATES**

The legislative clerk read the nomination of Lt. Gen. Creighton Williams Abrams, Jr., Army of the United States (colonel, U.S. Army), to be assigned to a position of importance and responsibility designated by the President, in the grade of general while so serving.

The PRESIDING OFFICER. Without objection, the nomination is confirmed.

Mr. RUSSELL. Mr. President, I ask unanimous consent that the President be immediately notified of the confirmation of the nominations.

The PRESIDING OFFICER. Without objection, the President will be notified forthwith.

**LEGISLATIVE SESSION**

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the Senate resume the consideration of legislative business.

The PRESIDING OFFICER. Is there objection?

There being no objection, the Senate resumed the consideration of legislative business.

**GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964**

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. MANSFIELD. Mr. President, I reserve the remainder of my time.

Mr. MORSE. Mr. President, I call up my amendment No. 1087.

The PRESIDING OFFICER. The amendment will be stated.

The legislative clerk proceeded to state the amendment.

Mr. MORSE. I ask unanimous consent that the reading of the amendment be dispensed with, and that it be printed in the RECORD at this point. I can explain it very quickly.



The PRESIDING OFFICER. Without objection, it is so ordered.

The amendment, ordered to be printed in the RECORD, is as follows:

#### TITLE VI

That each Member of the Senate and House of Representatives (including each Delegate and Resident Commissioner); each officer and employee of the United States who (1) receives a salary at a rate of \$10,000 or more per annum or (2) holds a position of grade GS-15 or above, and each officer in the Armed Forces of the rank of colonel, or its equivalent, and above; and each member, chairman, or other officer of the national committee of a political party shall file annually with the Comptroller General a report containing a full and complete statement of—

(1) the amount and resources of all income and gifts (of \$100 or more in money or value, or in the case of multiple gifts from one person, aggregating \$100 or more in money or value) received by him or any person on his behalf during the preceding calendar year;

(2) the value of each asset held by or entrusted to him or by or to him and any other person and the amount of each liability owed by him, or by him together with any other person as of the close of the preceding year; and

(3) the amount and source of all contributions during the preceding calendar year to any person who received anything of value on his behalf or subject to his direction or control or who, with his acquiescence, makes payments for any liability or expense incurred by him.

SEC. 2. Each person required by the first section to file reports shall, in addition, file semiannually with the Comptroller General a report containing a full and complete statement of all dealings in securities or commodities by him, or by any person acting on his behalf or pursuant to his direction, during the preceding six-month period.

SEC. 3. (a) Except as provided in subsection (b), the reports required by the first section of this Act shall be filed not later than March 31 of each year; and the reports required by section 2 shall be filed not later than July 31 of each year for the six-month period ending June 30 of such year, and not later than January 31 of each year for the six-month period ending December 31 of the preceding year.

(b) In the case of any person required to file reports under this Act whose service terminates prior to the date prescribed by subsection (a) as the date for filing any report, such report shall be filed on the last day of such person's service, or on such later date, not more than three months after the termination of such service, as the Comptroller General may prescribe.

SEC. 4. The reports required by this Act shall be in such form and detail as the Comptroller General may prescribe. The Comptroller General may provide for the grouping of items of income, sources of income, assets, liabilities, and dealings in securities or commodities, when separate itemization is not feasible or not necessary for an accurate disclosure of a person's income, net worth, or dealings in securities, and commodities.

SEC. 5. Any person who willfully fails to file a report required by this Act or who willfully and knowingly files a false report shall be fined \$2,000 or imprisoned for not more than five years, or both.

SEC. 6. (a) As used in this Act—

(1) the term "income" means gross income as defined in section 22(a) of the Internal Revenue Code.

(2) The term "security" means security as defined in section 2 of the Securities Act of 1933, as amended (U.S.C., title 15, sec. 77b).

(3) The term "commodity" means commodity as defined in section 2 of the Commodity Exchange Act, as amended (U.S.C., title 7, sec. 2).

(4) the term "dealings in securities or commodities" means any acquisition, holding, withholding, use, transfer, disposition, or other transaction involving any security or commodity.

(5) The term "person" includes an individual, partnership, trust, estate, association, corporation, or society.

(b) For the purposes of any report required by this Act, a person shall be considered to be a Member of the Senate or House of Representatives, an officer or employee of the United States and of the armed services as described in the first section of this Act, or a member, chairman, or other officer of the national committee of a political party, if he served (with or without compensation) in any such position during the period to be covered by such report, notwithstanding that his service may have terminated prior to December 31 of such calendar year.

SEC. 7. The Comptroller General shall have authority to issue, reissue, and amend rules and regulations governing the publication of reports, or any part of them. He shall prescribe fees to cover the cost of reproduction. In formulating such rules and regulations, he shall seek to maximize the availability of reports for purposes of informing the public and agencies and officials of the Federal and local government, and to minimize use of such records for private purposes.

Mr. MORSE. Mr. President, this is the Morse full disclosure bill offered as an amendment to the pending bill. I first introduced it in 1946. For many years I could not even obtain a hearing on the bill. However, last year hearings were held on the bill, along with hearings on other disclosure bills which had been introduced from time to time in the intervening years, particularly in recent years.

The essence of the bill covers these points:

Anyone in Federal employment receiving \$10,000 or more a year shall be required to make a full disclosure once each year in accordance with regulations drawn and on forms supplied by the Comptroller General on the matters found at page 2 of the bill, starting at line 3:

(1) the amount and resources of all income and gifts (of \$100 or more in money or value, or in the case of multiple gifts from one person, aggregating \$100 or more in money or value) received by him or any person on his behalf during the preceding calendar year;

(2) the value of each asset held by or entrusted to him or by or to him and any other person and the amount of each liability owed by him, or by him together with any other person as of the close of the preceding year; and

(3) the amount and source of all contributions during the preceding calendar year to any person who received anything of value on his behalf or subject to his direction or control or who, with his acquiescence, makes payments for any liability or expense incurred by him.

The penalties are set out at the bottom of page 3 as follows:

SEC. 5. Any person who willfully fails to file a report required by this Act or who willfully and knowingly files a false report shall be fined \$2,000 or imprisoned for not more than five years, or both.

Mr. President, Senators know the position I have taken on this matter. I

have told the majority leader that I shall not consume much time on the amendment. He has agreed to my having a ye or nay vote on it. I ask for the yeas and nays.

The yeas and nays were ordered.

Mr. MORSE. Working for the Federal Government or receiving one's livelihood from the Federal Government is not a matter of right, but a matter of privilege and opportunity.

The American people are entitled to know the sources of all income of officials of the Government so that they can be the judges of what may be, if any, the relationship between the sources of income and the course of action that Federal employees may take in any particular matter.

I first introduced the bill in 1946 when I became disturbed by what was recognized at that time, namely, certain Members of Congress taking advantage of their position, and taking advantage of certain privileged information that they had, to profit thereby financially.

That danger always lurks, although I am proud to tell the American people that in my 20 years as a Member of the Senate I have served with an overwhelming majority of honorable men and women who are dedicated public servants and who are entitled to the trust of the American people.

But I also know the importance of surveillance. I know the importance of having a procedure that will protect the honorable and the honest. The full-disclosure bill, for which I have fought for so many years, involves a matter of right—the right of the American people to know.

In essence, that is my case, I rest my case. I reserve whatever time I may have remaining, should I decide to yield any of it.

Mr. MONRONEY. Mr. President, will the Senator yield?

Mr. MORSE. I yield.

Mr. MONRONEY. On page 2, line 3, the text of my copy reads "amount and resources."

Mr. MORSE. It should be "sources."

Mr. MONRONEY. Should it be "sources"?

Mr. MORSE. "Sources." That is a typographical error. It should be "sources."

Mr. MONRONEY. I am glad to have that correction, because that would include the identification of all income, whether it be employment, private business, farming, speechmaking, or anything of that kind.

Mr. MORSE. That is correct; it is all encompassing. The error in the amendment is a printer's error; it is not my error.

Mr. CLARK. Mr. President, will the Senator yield me 3 minutes?

Mr. MORSE. I yield 3 minutes to the Senator from Pennsylvania.

Mr. CLARK. It is true that the Senator from Oregon was the first Member, especially in this body, to propose a conflict-of-interest bill. There are a number of us who have come to the Senate more recently who share in general, although not in particular, his views.



The Senator from Michigan [Mr. HART], the Senator from Oregon [Mrs. NEUBERGER], the Senator from New Jersey [Mr. CASE], and I have had pending for some time before the Committee on Rules and Administration a somewhat similar bill. It is perhaps a matter of undue pride of authorship that we believe our bill is a little more artistically drawn. It has been revised a little more frequently in light of modern conditions and is perhaps a slightly better bill than that of the senior Senator from Oregon. Nevertheless, the provisions of the Senator's bill adequately raise the important question of conflict of interest. I support it fully.

I had intended to make a rather substantial speech in support of my amendment, but I shall not do so because of the unanimous consent agreement which has curtailed our time. I ask the senior Senator from Oregon for the privilege of cosponsoring his amendment, and I shall vote for it.

Mr. MORSE. Mr. President, I have always considered the Senator from Pennsylvania a cosponsor with me in spirit and intent. I am delighted to have his name added to the amendment.

Mr. YOUNG of Ohio. Mr. President, will the Senator from Oregon yield?

Mr. MORSE. I yield 3 minutes to the Senator from Ohio; then I shall yield 1 minute to the Senator from Illinois.

Mr. YOUNG of Ohio. Within a few weeks after I took my oath in this Chamber in 1959, I filed with the Secretary of the Senate a complete statement of my financial holdings at that time. Because I was a member of the Committee on Agriculture and Forestry, I sold certain sugar stocks that I owned; and because I was also a member of the Committee on Aeronautical and Space Sciences, I sold some Pan American World Airways stock, which I suspected might conflict with my service on that committee. I made a complete disclosure of my financial holdings at that time, so that the citizens of Ohio, whose servant I am, could judge from my votes and my work as their Senator whether or not I was motivated by any selfish purposes in casting any votes.

I compliment the senior Senator from Oregon on the fact that he was a pioneer in proposing conflict-of-interest legislation.

I am somewhat proud of the fact that I was the very first Senator to file a complete statement of assets and financial holdings.

Earlier this year and on other occasions between January 1959, and the present time, I have filed similar reports with the Secretary of the Senate and have made them public.

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. MORSE. I yield 3 additional minutes to the Senator from Ohio.

Mr. YOUNG of Ohio. This year I filed with the Secretary of the Senate, in addition, certified copies of the income tax returns filed last year and the year before by Mrs. Young and me.

Mr. President, the pending pay raise bill will cost taxpayers more than \$564

million a year. Furthermore, as the Federal bureaucracy grows, the price tag for this increase will grow with it.

I cannot in good conscience support the bill in its present form. At least four separate legislative proposals were arbitrarily lumped together in this bill providing a pay increase for: postal employees, classified civil service employees, all other members of the executive branch of our Government; also the Federal judiciary; also employees on the staffs of Members of the Congress; and finally Members of Congress.

I had hoped that a separate bill would be introduced for letter carriers, postal clerks, and in fact all postal employees who I feel are the most deserving of an increase in pay at this time. Legislative proposals to accomplish this should be debated and acted upon separate and apart from the pending bill. Such a legislative proposal, I believe, would pass overwhelmingly. I would like to vote for that part of this bill relating to letter carriers and other postal workers in the lower pay brackets. Frankly, I do not believe that a valid argument has been made for increasing the salaries of all civil service employees. There may be—and undoubtedly there are some—positions for which competent people cannot be found because of the salaries offered. For those position I suggest that specific legislation be enacted to correct the problem. I do not see why American taxpayers should have to foot the bill for king-size salary increases for over a million civil service employees just to lure a comparatively few highly skilled people into Government service.

It is my observation that most Government employees in Washington and elsewhere are and have been well paid in comparison with those doing the same work in private industry. Furthermore, those in the classified civil service have job security, sick leave and fringe and retirement benefits far superior to employees in private industry.

Mr. President, regarding the salary increase for Members of the Congress, it is my view that we must set an example by holding the line on wage costs. The President has urged a maximum hold-the-line raise of 3.2 percent in wages and prices. This bill will give Representatives and Senators a 33 1/3-percent increase. Frankly, I do not believe that an increase of this magnitude is warranted at this time. I seriously doubt whether there would be any additional candidates for election to the Congress because of the proposed pay raise. No doubt the same men and women would be elected or returned to the Congress. The fact is that very few men and women of high achievement in private life would refuse appointment or certain election to the Senate of the United States, or practically certain election to the House of Representatives.

Mr. President, I am glad to note that the Senate Post Office and Civil Service Committee deleted the so-called Udall amendment to the bill as passed by the House of Representatives. In my view it would be unconscionable to tie the salaries of Congressmen and top Federal officials to future pay increases for Fed-

eral employees in general. I commend our colleagues on the committee for voting unanimously to delete this provision from the proposed legislation.

As for the staffs of Members of the Congress, and of committees of the Congress, I see no valid reason whatsoever for a salary increase at this time. Senators and Representatives receive ample allowances to hire personnel. These are among the most sought after jobs in Washington. As a matter of fact, every summer we are besieged with requests from young people attending our finest colleges and universities who wish to work without salary for the experience of participating in governmental activities. I am sure that many of my colleagues at this time have interns, so-called, on their staffs who are not drawing pay. I say this merely to emphasize the fact that congressional staff positions do not go begging because of present salary levels.

Frankly, I have not heard any of my colleagues express the opinion that they are unable to obtain qualified personnel for their staffs because of present salary limitations. Nor have I heard the chairmen of various committees of the Congress complain that they are unable to staff their committees because of salary limitations. It should be remembered that employees on senatorial staffs do not have to maintain a residence in their home State as well as one in Washington as Senators do. Frankly, I do not believe that the great majority of our assistants are overworked or underpaid. Many of them—for the most part those on committee staffs—seem to have plenty of time to line the walls of the chamber and watch proceedings out of curiosity when business is being conducted and when Senators are working and voting on legislation of great public interest. Most receive liberal vacations, are not limited by civil service sick-leave requirements, and at the same time are entitled to all civil service fringe benefits. I seriously question whether a pay increase is required for congressional staff employees. Are any of them required to spend money campaigning for the well-paid positions they hold? Of course not.

Whenever there is a vacancy on the Federal bench, many, sometimes hundreds, of competent lawyers seek the appointment. There are at most but a few hundred lawyers in our Nation, who, if offered an appointment to the Federal bench, would not accept. Very few lawyers would refuse appointment as U.S. judge at \$22,500 a year but would agree to accept were the salary to be increased to \$30,000. I would like to know the name of one man in the Nation who would refuse appointment to the U.S. Supreme Court, the highest honor a lawyer may receive, solely because this position pays \$35,000 a year and not \$42,500.

There are Federal judges today in Ohio and in most other States who have reached retirement age and could have retired years ago. Evidently, they do not feel that they are being underpaid as many continue to serve actively well beyond the retirement age of threescore and ten. Furthermore, it would be dead



wrong to increase the salaries paid to those judges who have retired. This bill would do that.

Mr. President, our Government cannot afford to depend upon men and women born to great wealth or who have acquired great wealth to run its affairs. None of us wants that. On the other hand, the Federal Government cannot be absolutely competitive with private industry.

Our Government's only source of income for paying salaries is the taxpayer who already is bearing a heavy burden. The purpose of Government is service whereas the purpose of industry is profit. If the goal is to try to match the pay scale of private industry, then we must accept the fact that the proposed bill is only the first installment. We should realize that the Federal Government should not match the salaries of private industry. We shall always have to rely to a marked degree on many citizens who desire to serve their Government as a public service.

Mr. President, in my judgment this legislation proposes salary increases which are overly generous and in some instances outrageous. It appears to me that there should be separate legislative proposals for the different categories of Federal employees involved. Then the needs of each could be carefully studied and a pay raise considered on the merits of each.

This is not the time to indulge in self-indulgence, to indiscriminately fatten the already well-larded Federal payroll. Our national economy simply cannot afford the luxury of this bill at this time. Therefore, after full and thorough consideration, I cannot, in good conscience, vote for the pending bill.

This bill to which I object proposes a raid on the Public Treasury. Long ago it was written:

Enter ye the strait gate: for wide is the gate, and broad is the way that leadeth to destruction, and many there be which go in thereat; because strait is the gate, and narrow is the way, which leadeth unto life, and few there be who find it.

The gate to the Public Treasury is wide, and broad is the way.

The PRESIDING OFFICER. The time of the Senator from Ohio has expired.

Mr. MORSE. I have many times highly commended the Senator from Ohio. I commend him again for his leadership in the Senate in trying to bring an end to conflict-of-interest problems.

Mr. President, I now yield 1 minute to the Senator from Illinois.

Mr. DOUGLAS. Mr. President, I ask unanimous consent that I may be permitted to join the distinguished Senator from Oregon as a cosponsor of his amendment.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. DOUGLAS. Thirteen years ago, when I was chairman of the Committee on Ethics in Government, this was the recommendation our committee made. I have tried to follow through with the recommendations of that committee by voluntarily submitting this year a de-

tailed statement of my holdings and income from various sources.

Mr. MORSE. I have always been greatly indebted to the Senator from Illinois for the help that he has given and for the leadership he has extended to the Senate on this issue.

I yield 2 minutes to the Senator from New Jersey.

Mr. CASE. Mr. President, I ask unanimous consent that I may join the Senator from Oregon as a cosponsor of his amendment.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. MORSE. I am happy to have the Senator from New Jersey as a cosponsor.

Mr. CASE. What the Senator from Pennsylvania [Mr. CLARK] said is, of course, true. We have been less long in the Senate than the Senator from Oregon, but almost as long, in relation to our service, as sponsors of almost identical bills ourselves.

My own inspiration comes largely from the work done by the Senator from Illinois [Mr. DOUGLAS] some years ago in connection with the committee which he headed, and which looked into the matter of making recommendations, the key of which was disclosure.

It is clear from both old and modern history in this body that the Senate will not police itself, and there is no outside body adequate to do it. It is necessary to rely on the principle of disclosure. I think it is essential that we adopt it as quickly as possible.

I am happy to join the Senator from Oregon in the offering of his amendment.

Mr. KEATING. Mr. President, will the Senator from Oregon yield 2 minutes?

Mr. MORSE. I yield 2 minutes to the Senator from New York.

Mr. KEATING. With the consent of the distinguished Senator from Oregon, I ask unanimous consent that I may be joined as a cosponsor of his amendment.

I feel it is most important that we adopt conflict-of-interest legislation before voting any pay increase for ourselves.

I fully support the amendment of the Senator from Oregon and if it should not succeed, I shall offer my amendment, No. 1092, thereafter, in an effort to at least deal at this time with the problem of outside income and investments for Members of Congress and their staffs.

It is unfortunate that the congressional pay raise provisions have been tied to the proposed pay raises to our postal workers and classified employees.

There is no question as to the merit of these increases for the employees in the postal and civil service. It would be completely false economy to keep their salaries at present levels. This Nation is most fortunate in having the highest caliber of employees in the classified service and the postal system. We cannot expect these talented and dedicated employees to remain in Government service at bargain basement wages.

Pay raises to postal workers and classified employees will not, in my judgment, be inflationary. They are an investment in Government efficiency and

morale which will pay rich dividends in improved public service.

Congress has an obligation to live up to the promises of the Federal Salary Reform Act of 1962. We adopted what I consider to be an eminently fair and reasonable approach to the problem by providing that Federal salaries would be as comparable as possible with those paid in private industry for the same type of work.

We are now on the threshold of the first test of this enlightened policy. It is incumbent upon us to prove our good faith to those who have worked for the Federal Government in reliance upon this promise. Postal workers and classified employees have not reneged on their obligation to give an honest day's work for a day's pay. We in turn must not renege on our compensation promises of 1962 to give an honest day's pay in return.

Be it merit, comparability or cost of living increases, these Federal employees who are legally denied some of the means of redress enjoyed by their counterparts in private industry to secure wage increases, deserve fair treatment at this bargaining table. Despite other defects in the Government Employees Salary Reform Act of 1964, there can be no withdrawal from our obligation to approve the reasonable salary increases to the postal and classified employees. I shall, therefore, support the bill.

We have already enacted broad conflict-of-interest legislation applicable to employees in the postal and civil service. What we want to do now is remove any suggestion of a double standard by applying similar obligations to the legislative branch. I commend the Senator from Oregon for his efforts and am pleased to join with him.

Mr. MORSE. I thank the Senator from New York. I appreciate his support.

Mr. President, I ask unanimous consent that the name of the Senator from Wisconsin [Mr. NELSON] be added as a cosponsor of the amendment.

The PRESIDING OFFICER. Without objection, it is so ordered.

Mr. AIKEN. Mr. President, I wish to ask a question of the Senator from Oregon. After the Comptroller General received the reports, what would be done with them? Would they be reported back to the Senate, or would they be made public?

Mr. MORSE. They would be published as a public document.

The PRESIDING OFFICER. The Senator from Oregon has 2 minutes remaining.

Mr. MORSE. I reserve the remainder of my time.

Mr. MILLER. Mr. President, may I ask the Senator from Oregon a question?

The PRESIDING OFFICER. Does someone yield time to the Senator from Iowa?

Mr. MORSE. I shall be happy to answer the Senator's question.

Mr. MILLER. I invite the Senator's attention to the limitations on disclosure in his amendment.

I am wondering whether the Senator's amendment really would get the job



done. With respect to page 2, the first subsection, what about cases; an individual's spouse or his children, or his brothers or sisters, or his parents, or a trust over which he has control, of which he is the beneficiary?

Mr. MORSE. I understand the problem; we have discussed it many times. This is a good start. I am for going this far now.

Mr. MILLER. I wonder if the Senator would agree to expand the coverage.

Mr. MORSE. Not at this time. We will do that next year.

The PRESIDING OFFICER. The time of the Senator from Iowa has expired.

Mr. MANSFIELD. Mr. President, will the Senator from South Carolina yield?

Mr. JOHNSTON. How much time does the Senator from Montana wish?

Mr. MANSFIELD. Five minutes.

Mr. JOHNSTON. I yield 5 minutes to the Senator from Montana.

The PRESIDING OFFICER. The Senator from Montana is recognized for 5 minutes.

Mr. MANSFIELD. Mr. President, I rise in opposition to this amendment, not that I am not in accord with it, because I am. The fact is, the distinguished Senator from Oregon is the "granddaddy" of all these bills, although many others get credit for what he started about 18 years ago. It was his inspiration while I was a Member of the House which caused me to introduce similar legislation in that body. I believe that I have introduced bills of that nature in the Senate as well.

I believe I made a public statement that I have no outside interests; I am not engaged in dealing in any properties. The only income I receive is on the basis of my service in this body.

I point out to Senators that there is a resolution now on the calendar, Senate Resolution 337, reported by the Rules Committee, which may not go so far as some Senators wish, but I believe that I am correct in stating that there will be amendments to the resolution when it is reported to the floor.

I assure Senators that Senate Resolution 337 will come up in the Senate, and enough time can be taken to discuss the subject so that all facets of it can be explored.

I do not believe that this is an appropriate bill to which to attach this amendment. I believe more in the way of discussion is needed, and will be forthcoming. I would hope, therefore, that on the basis of the promise made that the resolution will come up—and it was going to come up, any way; it will be subject to amendments—the proposal will not be accepted at this time.

Mr. CLARK. Mr. President, will the Senator from Montana yield for a question?

Mr. MANSFIELD. I yield.

Mr. CLARK. Does not the Senator agree that the really substantial difference between the Morse amendment and Senate Resolution 337, which was started as the result of the Bobby Baker investigation, is that the Morse amendment deals not only with the Senate, but also with the House, the executive arm

of the Government and the armed services, requiring reporting by the Comptroller General. Therefore it is a comprehensive disclosure amendment; whereas, the Bobby Baker resolution—if I may call it that—to which my friend the Senator from Montana refers, is confined strictly to the operations of the Senate, and it would be difficult, indeed, by appropriate amendment, to expand and take care of the other body and the executive arm.

Mr. MANSFIELD. Difficult, but not impossible; and what the Senator has said otherwise is correct.

But, I would hope that the Senate would spend more time on this most important subject. I repeat, the "granddaddy" of all those who have introduced amendments of this kind is the senior Senator from Oregon [Mr. MORSE].

Mr. CASE. Mr. President, will the Senator from Montana yield?

Mr. MANSFIELD. I yield.

Mr. CASE. I wonder whether we could inquire at this time whether Senate Resolution 337 is technically subject to amendment by the provision of the Morse amendment or similar legislation. It is a Senate resolution as opposed to a bill, which the Senator's amendment really is.

Mr. MANSFIELD. I suggest, on my time, that the Senator make inquiry of the Chair on that point.

Mr. CASE. May I inquire of the Parliamentarian, through the courtesy of the majority leader, whether Senate Resolution 337, when it comes to the floor, could be subject to amendment by offering it either as an amendment or a substitute to the provisions of the Morse amendment now pending?

The PRESIDING OFFICER. The Parliamentarian informs the Chair that legislative amendments would not be in order on the resolution.

Mr. CASE. So, the Morse amendment would not be in order as an amendment to Senate Resolution 337?

The PRESIDING OFFICER. It would not.

Mr. CASE. I thank the Chair.

Mr. MANSFIELD. That was brought out by the Senator from Pennsylvania in his colloquy earlier. But, amendments would be in order—

Mr. MONRONEY. Mr. President, will the Senator from Montana yield at that point?

Mr. MANSFIELD. I yield.

Mr. MONRONEY. Is it not a fact that the report of the Rules Committee and the bill they have reported, being a mere resolution of the Senate, would not be subject to amendment involving the House. It would have to be changed to a Senate resolution in order to effectuate that, which would merely mean a reintroduction of any amendment that could offer an opportunity to both Houses to work their will on legislation specifically dealing with this most important subject.

Mr. MANSFIELD. The Senator is correct. There is a good deal of merit in this kind of resolution because of its genesis. It applies primarily only because of the incident which brought about the inquiry and, therefore, it may be a good place to start.

Mr. HICKENLOOPER. Mr. President, will the Senator from Montana yield to me for 2 minutes?

Mr. MANSFIELD. I yield.

Mr. HICKENLOOPER. Mr. President, this amendment, and similar amendments, to me, seem to be—

The PRESIDING OFFICER. The time of the Senator from Montana has expired. Who yields time to the Senator from Iowa?

Mr. DIRKSEN. Mr. President, I am glad to yield 5 minutes to the Senator from Iowa.

Mr. MANSFIELD. Will the Senator from South Carolina yield the time?

Mr. JOHNSTON. I yield 3 minutes.

The PRESIDING OFFICER. The Senator from Iowa is recognized for 3 minutes.

Mr. HICKENLOOPER. I do not wish to take more than a couple of minutes.

I am against this resolution. I am against all resolutions of this kind, because it is pretended that they are surrounded by an atmosphere of alleged righteousness. I do not believe they are.

I have seen many self-righteous declarations of affluence, or lack of affluence, filed by persons involved in public life. With the exception of one or two, they are not detailed, they are not informative, and they do not disclose the facts; yet, they fly under the banner of disclosure.

I am completely disgusted with the claim that some of these things have met the test of disclosure, of affluence, of property rights.

Mr. President, so far as I personally am concerned, I probably am about the least affluent Member of this body. I do not own one share of stock. I do not own any bonds, except a very few Government bonds which I have managed to "scratch out" once in a while. I have not been able to accumulate any property which amounts to anything in approximately 34 years of public life, except that my house is paid for, and perhaps I have a few dollars in the bank.

Probably one of the reasons why I might be opposed to this amendment is that I am ashamed to tell the truth that in my lifetime I have not become more affluent than I have. I have not done a single thing to be ashamed of. If any Senators wish to come and look at my assets, they are welcome to come and look at them.

Mr. CLARK. Mr. President, will the Senator from Iowa yield?

Mr. HICKENLOOPER. I yield.

Mr. CLARK. The Senator refers to his disgust at some who have undertaken to reveal their assets on the floor of the Senate.

Let me ask this question, as one who did: Did the Senator refer to me and to the others who did so, and is he remaining within the confines of rule XIX, section 2?

Mr. HICKENLOOPER. I did not express disgust with people. I expressed disgust with the form of the alleged disclosure that occurred in a number of cases in public life.

I said that I did not confine my remarks to this body, or to any other body. There have been many occasions before



committees on which people have disclosed assets in a manner which I believe does not meet the test of full disclosure. My remarks were made in general.

Mr. CLARK. I take it that the Senator does not refer to any Senator; therefore, I am happy to accept his apology.

Mr. HICKENLOOPER. The Senator may interpret my remarks any way he wishes. I made my remarks generally about people in public life. I have not circumscribed it or limited it.

Again I say that so far as I am personally concerned I probably could be charged with being a little ashamed of the fact that during my lifetime, which has largely been spent in public office, I have failed to accumulate any great amount of this world's goods.

I will say, furthermore, that I have never inherited a dollar in my life, so whatever I do not have is because I do not have it based on my own efforts.

In a way, this creates a special aura of demagoguery. I do not think Senators of the United States, or any respectable citizens in the country should be forced to engage in a full disclosure of all his private affairs, business or otherwise. The people of his State pass on those things. They are the ones that judge the propriety or lack of propriety in his election. If any Member is guilty of shortcomings, maladministration of his office, or anything else, this body had the right to kick him out. This body has the right to police itself now.

We have gone through some hearings which I think failed to go into many things that should have been gone into.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. HICKENLOOPER. But I think this particular proposal and this series of proposals do not merit support. They are singling out special groups for special odium.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. DIRKSEN. Mr. President, I yield 2 more minutes to the Senator from Iowa.

Mr. HICKENLOOPER. They are singling out for special odium or special consideration a certain group of people who should deserve the consideration of the respect given them by the voters of their State when they were sent here. If they have done wrong, let them be punished in the orderly way. If they violate the responsibility, the honor, and the dignity of this great office, let the Senate act on those particular occasions.

From my standpoint, I have no hesitancy in saying that any Senator who wants to come and look at what I have is welcome to do it. And I will apologize because of my lack of ability to establish, create, and accumulate affluence during the period of my public life.

I have nothing to conceal. But it is a matter of basic principle. I am not going to vote to have every businessman of this country disclose his assets, or all of his reports on income tax, either. We have had a policy along that line for a long time. I do not think it is good legislation. I think it is belittling legislation.

Mr. MILLER. Mr. President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator will state it.

Mr. MILLER. Is the amendment of the Senator from Oregon open to amendment?

The PRESIDING OFFICER. The amendment of the Senator from Oregon is open to amendment.

Mr. MILLER. Mr. President, I send to the desk an amendment to the amendment of the Senator from Oregon.

The PRESIDING OFFICER. The clerk will state it for the information of the Senate.

The LEGISLATIVE CLERK. Mr. MILLER proposes an amendment to the Morse amendment. On page 2, strike the semicolon in line 8 and insert the following: "by his spouse, children and their spouses, brothers and sisters, father and mother, and any trust or fiduciary arrangement under which any of said individuals is a beneficiary or over which he or she exerts any control: *Provided*, That if said Member, officer, or employee is unable to file any information required hereby with respect to any of the individuals or entities specified, other than his spouse and minor children, because of their refusal to provide such information, he shall file a statement, under oath, setting forth the name and relationship and the fact of such refusal."

The PRESIDING OFFICER. The Senator from Iowa has 15 minutes.

Mr. MILLER. I yield myself such time as I require.

The PRESIDING OFFICER. The Senator from Iowa is recognized.

Mr. MILLER. Mr. President, I suggest to the Senator from Oregon that while the amendment he proposes has the semblance of merit to it, it does not go far enough. I do not think that the general public will be fooled one little bit.

We all know that if one wants to avoid or evade some of the purposes that are set forth in the Senator's amendment, that this can readily be done through the vehicle of using one's spouse, one's children, father, mother, brother, or sister, or a trust, or the establishment of a fiduciary arrangement.

Let us do a job if we are going to do a job. I do not think we ought to say, "We will do it tomorrow, or next year." If we are going to do it, now is the time. I do not think we are going to raise the stature of the Senate or of Congress one bit by the adoption of an amendment which goes only as far as the amendment of the Senator from Oregon. But if we are willing to couple with it various individuals who, as a matter of common knowledge, are tied in with people who want to cover up—then I think we can get a job done that will cause the general public to have confidence in the integrity of those we are trying to cover by this measure. If we do not do it, I think we are going to be attempting to fool them. And I do not think they are going to be fooled, either.

Mr. MORSE. Mr. President, will the Senator yield?

Mr. JOHNSTON. I yield.

The PRESIDING OFFICER. The Senator from Oregon is recognized for 1 minute.

Mr. MORSE. Mr. President, it is not

necessary to have the amendment of the Senator from Iowa in order to accomplish the purpose sought by the Senator from Iowa. My amendment would require disclosure of income tax returns of public officials and public employees that fall within the category stated. If we obtain that disclosure, that is all we need.

Mr. JOHNSTON. Mr. President, I yield 2 minutes to the Senator from Kentucky.

The PRESIDING OFFICER. The Senator from Kentucky is recognized.

Mr. COOPER. Mr. President, I agree that the Senator from Oregon is the father of all resolutions requiring disclosure. I remember that in 1947 he was advocating disclosure. Nonetheless, I shall vote against this amendment.

I should like to give my reasons. I was a member of the Committee on Rules and Administration when we investigated the Baker matter for months. At the end of our rather futile investigation, we took up the question of disclosure resolutions. One was voted out and is now on the calendar.

Senator CLARK introduced a substitute which, in my opinion, is a more effective resolution than the one reported. I voted for the Clark resolution. Senator MANSFIELD has said that the committee resolution will come before the Senate. We shall have an opportunity to vote on it, the Clark resolution, the Case resolution, the Morse resolution, and others. There can be a thorough discussion.

The reason I shall vote against the pending amendment is, with all due deference to my colleague, whom I admire for his leadership in the disclosure field, is first, that it has no chance of acceptance by the House.

We are trying to tell the House of Representatives what its rules should be. We know the conferees are not going to accept this. The resolution applies to every employee of the United States making over \$10,000 annually. I think we should consider whether we want to make every such employee in the United States subject to this drastic procedure.

Let us clean our own house and provide a rule of disclosure for the Senate. I will vote for it. My disclosure would be about like Senator HICKENLOOPER'S.

Let us act here, and do something that would apply to the Senate first, instead of trying to apply a rule to all employees in the United States.

By voting, a Senator can say that he is in favor of disclosure. I will vote for a disclosure resolution when I have a chance to vote for one that would be meaningful.

Mr. CANNON. Mr. President, will the Senator from South Carolina yield to me 1 minute?

Mr. JOHNSTON. I yield 1 minute to the Senator from Nevada.

The PRESIDING OFFICER. The Senator from Nevada is recognized for 1 minute.

Mr. CANNON. I concur in what the distinguished Senator from Kentucky [Mr. COOPER] has said. The Senate Committee on Rules and Administration has reported a resolution to the Senate, and the resolution will be considered. In



general, with a few exceptions, I support the terms of the amendment. I have drafted and propose to introduce at a later date a bill directed toward the very end sought, with some minor changes, in the amendment proposed by the Senator from Oregon. But there will be an opportunity to consider the resolution covering the Senate itself. If we were to enact an amendment of the type proposed, we would really sound the death knell for the pay bill at this particular time for many who are entitled to pay consideration. I thank the Senator for yielding.

Mr. MILLER. Mr. President—

The PRESIDING OFFICER. The Senator from Iowa is recognized.

Mr. MILLER. I do not wish to prolong the discussion. I merely wish to repeat that if we really wish to do a job in this connection, the Morse amendment would not do it. It would not go far enough. We know it does not go far enough, and the people will know that it does not go far enough. Other categories of individuals who have close personal relationship with the Member of Congress, the officer, or the employee, must be covered. Make no mistake about it. We shall not raise the prestige of our body in the eyes of the American people by limiting the coverage as the Morse amendment would do.

The Senator from Oregon has said that it is not necessary. We know it is necessary. There are ample instances in which people have covered up some of their financial transactions by using their spouses, their children, their parents, their brothers or sisters, or have entered into some fiduciary arrangement.

All my amendment would do is to make sure that we do an adequate job of coverage. If the Senate does not think that this is the time to deal with such a problem as this—and personally, I do not believe it is—Senators may vote against the Morse amendment, as amended by the pending amendment. But if Senators think they are going to fool the American people by voting the amendment down, and then voting for the Morse amendment, I believe it will be a very unfortunate and unhappy experience.

Mr. MANSFIELD. Mr. President, will the Senator from South Carolina yield to me 1 minute?

Mr. JOHNSTON. I yield 1 minute to the majority leader.

The PRESIDING OFFICER. The Senator from Montana is recognized for 1 minute.

Mr. MANSFIELD. To the best of my knowledge, no Member of this body is trying to fool the American people. I believe that we are sent here to exercise our judgment in the best way we know how. If anyone has the idea that because we vote for or against a certain amendment or an amendment to an amendment that we are trying to fool the American people, I wish he would disabuse his mind of the idea, because that is a mark against the Senate as an institution and against Senators individually.

Mr. MONRONEY. Mr. President, will the Senator yield 2 minutes to me?

Mr. JOHNSTON. I yield 2 minutes to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 2 minutes.

Mr. MONRONEY. I appreciate what the majority leader and the minority leader have said. The bill deals with the pay scales of approximately 1,732,000 Government employees. It has been before the Congress last year and this year. It is up today for final passage.

I believe that we should have disclosure. The work that has been done in the investigating committees by the Senate Committee on Rules and Administration and by others will produce and give us a genuine and proper disclosure bill when the time comes, and we shall have an opportunity to take up the question as we should in a full day, 2 days, or 3 days, if necessary, in an attempt to find proper means and methods to have a very tight disclosure system for the Senate, for the House, or for both.

But I am now telling the Senate that, knowing the House conferees as we do, if the amendment is put in the bill as a Senate amendment which would include the House, we shall have very great trouble saving the bill, because the historic comity between the Houses of Congress permits each House to be the judge of its own rules.

The proposal in effect would be a rule that the Senate would like to vote upon itself for disclosure of whatever income we may have. I think most of us are for it. I certainly am. I am only ashamed that it cannot be enough to seem important. But the House would resent it and probably break up the conference if we included it in a rule that we properly believe should be a part of the operations of the Senate. We are two individually distinct and independent bodies. Throughout history one body has not tried to impose its opinions or morals on the other body. We have got into some very important fights, as Senators well know, over such subjects as the use of the frank. Each body claimed it had the right to determine the question for itself.

It is for that reason, at this late hour, with 15 minutes on a side, that I say it is a poor time to rush into proposed legislation of so great importance. If the subject is brought up in the right way as a bill, doing that one thing, it would undoubtedly receive the unanimous or nearly unanimous support of the Senate.

Mr. DIRKSEN. Mr. President, I should like to have 10 minutes.

Mr. JOHNSTON. Mr. President, I yield my remaining time to the Senator from Illinois.

The PRESIDING OFFICER. The Senator from South Carolina has 8 minutes remaining.

Mr. DIRKSEN. Mr. President, I yield myself 2 minutes under the bill.

The PRESIDING OFFICER. The Senator from Illinois is recognized for 10 minutes.

Mr. DIRKSEN. It seems to me that we are living in an age of snoopers. We are now proposing to enlarge the field in this very body. I think it is time to come to grips with the problem and to assert our rights, because the fact that one is in public service certainly does not divest him of his rights as a citizen of the

United States. If it is desired to tack up every income tax blank on every courthouse door in the country and put us all on a par, that is a different thing. But it is proposed to require every Member of this body file three reports a year. First, a report with respect to such things as resources and income would be filed with the Comptroller. Section 2 would require the filing, semiannually with the Comptroller, of a report containing a full and complete statement of all dealings in securities.

If a Senator should buy one share of stock, he must make a return to the Comptroller of the United States. If he buys another share in the next 6 months, he must make another report.

The amendment would make bookkeepers out of Senators, and they would have scant time left to pursue their duties as Members of the U.S. Senate.

My distinguished friend the Senator from Oregon [Mr. MORSE] began by saying that he was somehow impressed with the fact that the Members of this body were honorable. I agree with him. But the distinguished Senator from New Jersey [Mr. CASE] rose to mention the fact that although we were honorable Members, we had to be policed.

Mr. President, I do not go in for such policing operations. If I cannot go back and justify my conduct with the people back home, where candidates for office are screened, I have no business being here in the first place. We would cover a large segment of the Government, including every Representative, every Senator, and every employee in this entire governmental establishment who receives \$10,000 or more. Everyone over the rating of GS-15 would be within the reporting requirement. Every Army officer over the grade of colonel would be included, as well as all the generals. That is what the Morse amendment would do. The Senator from Oregon shakes his head affirmatively.

Finally members of the national committees would be included. How they got in I do not know. They are not officials of the Government.

The proposal has about it the old prohibition aura. How did it start? There is a large building over here that attests what finally happened. There were those who said, in the language of the Book:

Wine is a mocker, strong drink a brawler.

We heard, "Alcohol is a curse. It must be stopped. I am pure, holy, and undefiled. No alcohol has ever seeped through my lips. But that is not enough. Somehow, I have to save others and make sure they are holy, purified, and righteous, too." Everybody becomes a crusader.

That crusade mounted to proportions that finally put the 18th amendment into the Constitution of the United States. I is the one amendment that was contrary to the spirit of that document. What does the Bill of Rights provide? It provides that Congress shall make no laws abridging freedoms, and so forth. But when we got to the 18th amendment, we said, not that the Congress shall not, but that the people shall not. They shall not manufacture. They shall not trans-



port. They shall not import. They shall not drink. We added the implementation of the Volstead Act. Then the snoopers went over the country. What an amazing thing.

My friend from Iowa spoke a moment ago about the image of the Senate. I remember a very distinguished rabbi, whose name was Joshua Liebman. I remember when he offered the invocation in the House of Representatives. He wrote a book called "Peace of Mind." Walking down LaSalle Street in Chicago one time, I saw the book in the window, and I picked up a copy. In the first chapter there was the challenging statement that "You cannot reconstruct society on the basis of unreconstructed individuals."

The image of the U.S. Senate will take care of itself. Just be sure that our own images are correct and that they are not under compulsion. What is an image worth if it is under compulsion of a law? No; the Senate image will be all right if we guard our individual conduct.

To pass something such as is here proposed is somewhat of a confession that there must be some dishonor here, although we start by saying that every Member of this body is honorable.

For the life of me, I cannot understand the logic that goes with it. I am not going to vote to police another Member of this body. Every Senator is free to make a statement of his assets, liabilities, and income, and put it into the CONGRESSIONAL RECORD. He can see that his income tax return is published in the RECORD, if he wants to do it. But why should one have to do it? Why does another person become my moral mentor because I refuse to do it under that kind of compulsion? Congress does not give the Internal Revenue Service the right to publicize the return of anyone. Any individual Member of Congress can publicize it, himself, and put it in the RECORD. But that is not enough for some. They say, "I am righteous, I am holy, I am undefiled, I am pure in spirit, I am honorable. But I must make my neighbor in the same image, and I must compel him to come up to the line."

Look out, for when we start moving that way, we are going in a dangerous direction.

Mr. President, there has been much snoopering in this country. God willing, it will never happen again.

Why do we point the finger of scorn at countries behind the Iron Curtain? Because the people in those countries are afraid of the knock on the door at midnight. Because they are afraid of wire-tapping. Because they are afraid of snooping. Because they are afraid of talking.

Committee after committee of Congress has undertaken to run down espionage and spying in our own country. It is proposed now to get into the swim and spirit of that, and to say, "We have to put a mantle upon our fellow Members," as if it were not enough to have individual Members do it.

Let any man stand in his place; if he wants to do it, he is free to do it. There is nothing in the law to inhibit him.

It is like the pay bill. I do not know of anything to inhibit a Senator from introducing a bill to give back a pay increase. All he has to do is authorize the Treasury to take it. Until it is done, it cannot go back to the Treasury. The Treasury does not have authority to take any money except what goes anonymously into the conscience fund.

This is the worst thing the Senate could do, and it would be a tortuous path from here on out. It certainly will not be consummated by my vote.

The Miller amendment, the Morse amendment, the Keating amendment, the Clark amendment—all of them should be voted down by an overwhelming vote. Let us show the country that, in our own image, we will do the honorable thing. Then, if the image of this institution must be retrieved, it will be done, and not before.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. DIRKSEN. I yield myself 1 additional minute.

Mr. LAUSCHE. Mr. President, will the Senator take 2 minutes on the bill?

The PRESIDING OFFICER. From whose side is the time to be taken?

Mr. DIRKSEN. I yield myself 1 more minute.

Mr. President, I end where I started, with the statement by that eloquent rabbi who died at the age of 84, when he said, "You do not reconstruct a society on the basis of unreconstructed individuals." That is where we start, and I am not worrying about the image of the Senate. Let each Member worry for himself, and not undertake to exercise the power of compulsion to have others report and report and report, in order to retrieve an image, if one confesses that that image is tarnished. I make no such confession.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. DIRKSEN. Mr. President, I yield myself 1 more minute.

I shall be proud to go back home and stand on any platform and let any one of the 10½ million people, young or old, in the State of Illinois ask me, "Do you want now to tell us what you own, what your resources are?" I shall say, "I will tell you the day that every other taxpaying citizen in the country makes an equal disclosure. I am not a class B citizen."

Mr. President, I yield back whatever time I have remaining.

Mr. LAUSCHE. Mr. President, will the Senator yield 3 minutes on the bill?

Mr. DIRKSEN. I yield.

The PRESIDING OFFICER. The Senator from Ohio.

Mr. LAUSCHE. Mr. President, I cannot subscribe to either the Miller amendment or the Morse amendment. If I have to file an affidavit to prove that I am honest, then I am practically morally bankrupt. I have been in public life for 30 years. I am a lawyer. Ever since I left the bench I have not had a law office. I have nothing to hide. I have not had any \$100 plate dinners for me. I refuse to receive contributions for my campaign from individuals who do business with government.

I know within myself what the status of my conscience is.

If this proposal is to be made, why not propose that everybody's income tax report should be available for examination? I think this is a situation that cannot be justified. Why should I be presumed to be dishonest? Why will not my honesty be established until I file an affidavit?

I wish to repeat that if I am in that condition, I should abandon public office and drop my head in shame.

I have never filed an affidavit. I did make a disclosure of my assets when a newspaper columnist charged me, erroneously, about a matter. He subsequently withdrew and retracted his charges.

I cannot vote for the proposal, not because I fear to disclose. I think I could disclose with much greater ease and propriety than many of those who are supporting the proposal.

In my whole lifetime, except for that one attack made here in Washington 4 years ago, my integrity has never been challenged.

My life is my affidavit. My life is my proof. The people know it. After 30 years of service, in 1962 the people of Ohio elected me by 700,000 votes.

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. LAUSCHE. That was the highest majority ever given a candidate. I did not have to file any affidavit to prove my honesty.

Mr. CARLSON. Mr. President, I yield 2 minutes to the Senator from Nebraska.

Mr. CURTIS. Mr. President, I oppose the Morse amendment and all similar amendments. They are not in the public interest. As to Senators, I doubt if there is any State in the Union in which voters cannot ascertain for themselves who is engaged in the production of a supported crop, who is engaged in manufacturing, who has interests in banking, and so on.

The amendment affects a great many other people. It affects every member of the armed forces of the rank of colonel and above. It affects the fine men and women in Senators' offices, if they receive more than \$10,000 a year.

What does it require them to do? It requires them to file a report twice a year. What must they show? They must show how much money they owe. That is what we would do to the people who work for us. The amendment includes even the mothers of our armed services people who are fighting in Vietnam. They would become criminals if they did not file a report twice a year, showing whether or not someone gave them as much as \$100, or the amount of each liability owed by them.

How ridiculous can we become?

The PRESIDING OFFICER. The time of the Senator has expired.

Mr. CURTIS. Whom does it cover? It covers the Armed Forces, and it covers the people who work in our offices.

Mr. DIRKSEN. I yield 1 more minute to the Senator from Nebraska.

Mr. CURTIS. Mr. President, I have had something to do with certain investigations. It is my honest belief that the amendment would not do one thing to stop corruption. A small minority,



whether elected or appointed to office, are corrupt, follow secret and devious means, and make false reports, concealing their assets. They use a third person to hold their assets.

The amendment will not end or deter corruption.

The amendment would be a blow at the good people who work for the Government. It is harassment of the honest and conscientious. It is unfair and unjust.

Mr. DIRKSEN. I yield 2 minutes to the Senator from Utah.

Mr. BENNETT. Mr. President, it seems to me that this amendment proposes an ex post facto law. The Constitution of the United States sets forth the conditions under which a man may be elected to the Senate. He must be 30 years of age, and on the day of his election he must reside in the State. The persons who have run for election to the Senate under those conditions were not required to make the kind of disclosure that the amendment would require. If the supporters of the disclosure idea would like to offer a constitutional amendment, setting forth the type of disclosure Senators must make if they are elected to the Senate, let the Senate, the House, and the States of the Union decide whether such disclosure is necessary. Then I believe we would be approaching the problem properly.

People who take jobs in the executive department know in advance whether they will be required either to disclose or divest, and that fact may influence their decision to take the job.

My friend, the Senator from Oregon [Mr. MORSE], is a great constitutional lawyer. I am surprised that he has not realized that the constitutional amendment processes are really the only sound basis on which to approach this kind of problem.

Mr. MORSE. Mr. President, will the Senator yield?

Mr. BENNETT. I yield.

Mr. MORSE. Mr. President, the Senator from Utah could not be more wrong as a matter of constitutional law than the fallacious argument he has just made.

Mr. BENNETT. I will leave it to my colleagues in the Senate to decide that question.

Mr. MILLER. Mr. President, how much time have I remaining.

The PRESIDING OFFICER. The Senator from Iowa has 9 minutes remaining.

Mr. MILLER. Mr. President, all that my amendment would do, so far as my friend from Illinois and my friend from Ohio are concerned, would be to put the Morse amendment into shape so that if perchance it were adopted we would not have to hang our heads and admit that we were not doing a job.

Mr. CURTIS. Mr. President, will the Senator yield?

Mr. MILLER. With respect to my friend from Nebraska, all that my amendment would do would be to put into the Morse amendment the third parties to which he referred in his statement. Covering the mother of an officer and forgetting the third parties, so far as

I am concerned, is a once-over-lightly, superficial approach. People would know it to be so. What I am trying to do with my amendment is to put the Morse amendment into shape so that if it should be adopted, the Senator from Illinois and the Senator from Ohio, who would vote against the amendment anyhow, at least would realize that we had not done a superficial job.

Mr. CURTIS. Mr. President, will the Senator yield?

Mr. MILLER. I yield.

Mr. CURTIS. If the Senator's amendment is adopted and if the amendment of the Senator from Oregon is adopted, is it not true that the brothers and sisters and mothers and fathers of every colonel fighting in Vietnam will have to file a report or be guilty of being a criminal?

Mr. MILLER. If my amendment were adopted I would hope that we would have some further amendments to the Morse amendment adopted.

Mr. CURTIS. I am not asking the Senator about his hopes. Is that not what would happen if the two amendments were adopted?

Mr. MILLER. And nothing more; yes. But that does not meet the actualities of the situation.

Mr. CURTIS. I should like to ask the Senator about one further situation. Suppose a lady worked in this building and her gross income, which means before expenses and before deductions for dependents, was \$10,000. The adoption of the Senator's amendment would require a financial statement to be filed by her showing all gifts of \$100 or more, and it would require a showing on her part of all of her debts, and a similar report of her brothers and sisters and her mother and her father. Is that correct?

Mr. MILLER. No; that is not correct. The Senator has not read my amendment. It relates only to the first subparagraph on page 2. What the Senator is talking about is the second and, I believe, the third paragraphs on page 2.

Mr. CURTIS. The Senator's amendment applies to everyone covered by the bill.

Mr. MILLER. It relates only to the first subsection on page 2.

Mr. CURTIS. That would include the people involved.

Mr. MILLER. It does not include debts at all. It includes income and gifts.

Mr. CURTIS. The Senator would require brothers and sisters and mothers and fathers and everybody with a gross income of \$10,000 to file the report. Is that correct?

Mr. MILLER. It would require an official to file a statement. I should like to clear this up for the Senator from Nebraska by asking the clerk to read the proviso clause of my amendment, because I wish him to understand that we are not being unreasonable.

Will the clerk read beginning with the proviso?

The legislative clerk read as follows: *Provided, That if said Member, officer, or employee is unable to file any information required hereby with respect to any of the*

individuals or entitles specified, other than his spouse and minor children, because of their refusal to provide such information, he shall file a statement, under oath, setting forth the name and relationship and the fact of such refusal.

Mr. MILLER. What is so unreasonable about that?

Mr. CURTIS. It is very unreasonable. It does not deter dishonesty. It harasses the innocent. It does not touch the people who proceed in a devious and secret manner. That is where the corruption comes.

Mr. MILLER. The Senator from Nebraska and the Senator from Iowa usually see eye to eye on things of this type. A few minutes ago, he criticized the failure to cover the very persons that my amendment covers, the very persons he thinks ought to be covered.

Mr. CURTIS. No; the Senator places impositions on relatives with respect to filing reports when there is no evidence whatever of dishonesty, even on the part of the principals.

Mr. MILLER. I do not wish to labor the point. The Senator from Nebraska, the Senator from Ohio, the Senator from Illinois, and other Senators know that if one wants to be devious, the Morse amendment will not handle the situation at all. If my amendment were adopted, it would be possible to touch base with those people who are in such close and intimate relationship with those individuals. This is the way to catch up with the deviousness.

If Senators want to take the risk of having the Morse amendment adopted, an amendment, which, as I said, is superficial, and is an empty gesture, they can reject my amendment. They can still vote for my amendment and then vote against the Morse amendment, as amended.

Mr. President, I move the adoption of my amendment.

The PRESIDING OFFICER. Does the Senator yield back the remainder of his time?

Mr. MILLER. I yield back the remainder of my time.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Iowa to the amendment of the Senator from Oregon.

The amendment to the amendment was rejected.

The PRESIDING OFFICER. The question now recurs on the amendment of the Senator from Oregon. The Senator from Oregon has 4 minutes remaining.

Mr. MORSE. Mr. President, after listening to this interesting argument, I merely say that those who would be covered are servants of the people. The people are entitled to know the facts about the subject covered by the amendment.

I am more convinced than ever that it is in the public interest to proceed as I propose.

I yield back the rest of my time.

The PRESIDING OFFICER. All time has been yielded back. The question is on agreeing to the amendment of the Senator from Oregon. The yeas and nays have been ordered, and the clerk will call the roll.



The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Minnesota [Mr. McCARTHY] is absent on official business.

I also announce that the Senator from Indiana [Mr. BAYH], the Senator from California [Mr. ENGLE], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that the Senator from Florida [Mr. SMATHERS] and the Senator from Texas [Mr. YARBOROUGH] are necessarily absent.

On this vote, the Senator from Florida [Mr. SMATHERS] is paired with the Senator from Texas [Mr. YARBOROUGH]. If present and voting, the Senator from Florida would vote "nay" and the Senator from Texas would vote "yea."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. COTTON], the Senator from Hawaii [Mr. FONG], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Massachusetts [Mr. SALTONSTALL] would vote "nay."

The result was announced—yeas 25, nays 66, as follows:

[No. 462 Leg.]

YEAS—25

|         |           |                |
|---------|-----------|----------------|
| Case    | Keating   | Pastore        |
| Church  | Kuchel    | Proxmire       |
| Clark   | Magnuson  | Smith          |
| Douglas | McGee     | Symington      |
| Gore    | McGovern  | Thurmond       |
| Hart    | Morse     | Williams, N.J. |
| Hartke  | Moss      | Young, Ohio    |
| Jackson | Nelson    |                |
| Javits  | Neuberger |                |

NAYS—66

|              |               |                |
|--------------|---------------|----------------|
| Aiken        | Ervin         | Metcalf        |
| Allott       | Fulbright     | Miller         |
| Anderson     | Goldwater     | Monroney       |
| Bartlett     | Gruening      | Morton         |
| Beall        | Hayden        | Mundt          |
| Bennett      | Hickenlooper  | Muskie         |
| Bible        | Hill          | Pearson        |
| Boggs        | Holland       | Pell           |
| Brewster     | Hruska        | Prouty         |
| Burdick      | Humphrey      | Randolph       |
| Byrd, Va.    | Inouye        | Ribicoff       |
| Byrd, W. Va. | Johnston      | Robertson      |
| Cannon       | Jordan, N.C.  | Russell        |
| Carlson      | Jordan, Idaho | Scott          |
| Cooper       | Lausche       | Simpson        |
| Curtis       | Long, Mo.     | Sparkman       |
| Dirksen      | Long, La.     | Stennis        |
| Dodd         | Mansfield     | Talmadge       |
| Dominick     | McClellan     | Tower          |
| Eastland     | McIntyre      | Walters        |
| Edmondson    | McNamara      | Williams, Del. |
| Ellender     | Mechem        | Young, N. Dak. |

NOT VOTING—9

|        |          |             |
|--------|----------|-------------|
| Bayh   | Fong     | Saltonstall |
| Cotton | Kennedy  | Smathers    |
| Engle  | McCarthy | Yarborough  |

So Mr. MORSE's amendment was rejected.

Mr. MORSE. Mr. President, I call up my amendment No. 1089 and ask that it be stated.

The PRESIDING OFFICER (Mr. RIBICOFF in the chair). The amendment will be stated for the information of the Senate.

The LEGISLATIVE CLERK. On page 157, in the table following line 21, strike out:

|                                |          |
|--------------------------------|----------|
| Class 1: Superintendent of     |          |
| Schools                        | \$25,000 |
| Class 2: Deputy Superintendent | 21,000   |

and insert in lieu thereof:

|                                |          |
|--------------------------------|----------|
| Class 1: Superintendent of     |          |
| Schools                        | \$26,000 |
| Class 2: Deputy Superintendent | 22,000   |

Mr. MORSE. Mr. President, I yield myself 2 minutes.

The PRESIDING OFFICER. The Senator from Oregon is recognized for 2 minutes.

Mr. MORSE. This amendment seeks to increase the salary of the Superintendent of Schools of the District of Columbia from \$25,000 to \$26,000, and for the Deputy Superintendent from \$21,000 to \$22,000. My amendment raises the salary of these two officials to the figure contained in the House-passed bill.

I have this amendment and another one immediately following, which can be disposed of quickly on the basis of the understanding I have with the chairman of the committee. The Senator from South Carolina [Mr. JOHNSTON] tells me that it will go to conference, anyway. He desires the maximum flexibility in conference and he is not opposed to it, as I understand, but I do not seek to bind the committee in conference.

He gives me the assurance that the committee will be in conference, and the amendment will receive very careful consideration of the Senate conferees; but I should like to have him make a brief statement on the floor of the Senate as to his position.

Mr. JOHNSTON. This amendment will go to conference. The Senate figure is \$1,000 lower than that of the House. The House gave \$26,000 and the Senate gave \$25,000, so that will go to conference. Regarding the Deputy Superintendent of Education, the House figure is \$22,000 and the Senate figure is \$21,000, so that item will also go to conference.

I appreciate the Senator's taking this matter up at this time, to let us decide that matter in conference.

Mr. MORSE. On the basis of my conversation with the Senator from South Carolina, I ask unanimous consent to withdraw the amendment.

The PRESIDING OFFICER. The amendment of the Senator from Oregon is withdrawn.

Mr. MORSE. I ask unanimous consent to insert in the RECORD a table showing the amount and rank of salaries currently paid to superintendents of schools, 1962-63.

There being no objection, the table was ordered to be printed in the RECORD, as follows:

AMOUNT AND RANK OF SALARIES CURRENTLY PAID TO SUPERINTENDENTS OF SCHOOLS, 1962-63

| Cities over 500,000 in population |          |
|-----------------------------------|----------|
| 1. Chicago                        | \$48,500 |
| 2. New York                       | 37,500   |
| 3. Los Angeles                    | 35,000   |
| 4. Detroit                        | 33,000   |
| 5. Dallas                         | 33,000   |
| 6. San Francisco                  | 31,000   |
| 7. Pittsburgh                     | 30,000   |
| 8. San Diego                      | 29,400   |
| 9. Philadelphia                   | 27,500   |
| 10. Houston                       | 27,500   |

Cities over 500,000 in population—Continued

|                 |          |
|-----------------|----------|
| 11. Milwaukee   | \$27,000 |
| 12. Baltimore   | 25,000   |
| 13. St. Louis   | 25,000   |
| 14. Boston      | 25,000   |
| 15. San Antonio | 25,000   |
| 16. Seattle     | 24,000   |
| 17. Buffalo     | 24,000   |
| 18. Cincinnati  | 24,000   |
| 19. Cleveland   | 23,000   |
| 20. New Orleans | 21,000   |
| 21. Washington  | 19,000   |

Suburban systems

|                          |          |
|--------------------------|----------|
| 1. Montgomery County     | \$23,000 |
| 2. Arlington County      | 21,500   |
| 3. Prince Georges County | 21,000   |
| 4. Alexandria            | 20,000   |
| 5. Fairfax County        | 20,000   |
| 6. Washington            | 19,000   |
| 7. Falls Church          | 12,100   |

Prepared by Department of General Research, Budget, and Legislation, Feb. 12, 1963.

Mr. MORSE. Mr. President, I now call up my amendment No. 1090 and ask that it be stated.

The PRESIDING OFFICER (Mr. INOUE in the chair). The amendment will be stated for the information of the Senate.

The LEGISLATIVE CLERK. On page 118, after line 25, insert the following—

Mr. MORSE. Mr. President, I ask that the reading of the amendment be dispensed with.

The PRESIDING OFFICER. Without objection, it is so ordered.

The amendment is as follows:

On page 118, after line 25, insert the following:

"(26) Chairman, National Mediation Board.

"(27) Chairman, Railroad Retirement Board."

On page 119, renumber items (26) to (33) as (28) to (35), respectively.

On page 119, between lines 12 and 13, insert the following:

"(36) Director of the Federal Mediation and Conciliation Service."

On page 119, renumber items (34) to (40) as (37) to (43), respectively.

On page 121, strike out lines 12 and 13.

On page 121, renumber items (27) to (32) as (25) to (30), respectively.

On page 122, strike out lines 1 and 2.

On pages 122, 123, and 124 renumber items (34) to (68), inclusive, as items (31) to (65), respectively.

On page 124, between lines 11 and 12, insert the following:

"(66) Members, National Mediation Board.

"(67) Members, Railroad Retirement Board."

On page 124, renumber items (69) to (71) as (68) to (70), respectively.

On page 132, strike out lines 6 and 7.

On page 132, renumber items (93) to (97) as (91) to (95), respectively.

Mr. MORSE. Mr. President, this amendment proposes to eliminate the unwarranted distinctions in grade level drawn by the bill between the agencies of the Federal Government immediately concerned with the administration of the national labor policy. These agencies have historically and traditionally been equal rank with equal compensation and under my amendment this parity of treatment would be maintained.

Section 303(c) (25) of the bill recognizes that the Chairman of the National



Labor Relations Board performs a function equal in significance to that performed by the chairmen of other commissions, such as the Civil Aeronautics Board, Federal Communications Commission, Federal Power Commission, Federal Trade Commission, Interstate Commerce Commission, and the Security and Exchange Commission. The chairmen of these agencies are placed on a parity with the Deputy Attorney General and the Solicitor General of the United States and with the various Under Secretaries of the Departments.

This is as it should be.

These key officials in the executive branch of the Federal Government have been placed in level III of the Federal executive salary schedule and, if this bill is enacted, will receive basic compensation at \$28,500 per year.

However, section 303(d)(25) of the bill, for some purpose which is not altogether clear to me, downgrades the Chairman of the National Mediation Board to the next lower level of the Federal executive salary schedule, carrying an annual rate of basic compensation at \$27,000 per year, or \$1,500 less than his counterpart on the National Labor Relations Board.

Section 303(d)(26) of the bill provides for the similar downgrading of the Chairman of the Railroad Retirement Board.

I now turn to section 303(d)(33) of the bill and find that the Director of the Federal Mediation and Conciliation Service has been given the same treatment. He, too, is considered to be somewhat inferior to the Chairman of the National Labor Relations Board and has been relegated to level 4 in the pay scale.

I have no quarrel with the judgment of the committee in identifying the National Labor Relations Board as a grade A agency and rewarding its Chairman with the level 3 scale of compensation. Throughout most of my professional life, I have been intimately acquainted with the nature of the work of this Board, and I think that it is fair to say that I understand its function as well as any other Member of Congress. In my judgment, the Labor Board plays a most significant role in the administration of the national labor policy and throughout the greater part of its 28-year history has played this role well. I may say that during the course of the past 3 or 4 years, it has played this role substantially better than in the period immediately preceding that point of time. Indeed, many of us are well acquainted with Chairman of the Labor Board, Frank McCullough, from his years of devoted and outstanding work in the Senate, and I can say without reservations that Chairman McCullough's outstanding service on the Board entitles him to every cent of the compensation proposed by this bill. However, it is not my intention to personalize this aspect of the pay bill, nor should it be. Our concern is with the function and not with the incumbent performing that function.

But the Chairman of the National Labor Relations Board plays only one of a number of the roles performed by the executive branch in the administration

of the national labor policy. Of no less importance is the role played by the Director of the Federal Mediation and Conciliation Service.

Indeed, in one sense, the Director of the Mediation Service is positioned in the very center of the system through which the national labor policy is administered. I need not remind you that this policy for the past quarter century has been the encouragement, promotion, and preservation of a system of free and voluntary collective bargaining. We recognized long ago that free collective bargaining was an indispensable element of an economic democracy. Reaffirmation and rededication to this policy becomes increasingly important in this period of our history, faced as we are by unparalleled tensions in the world about us.

Free collective bargaining means, of course, the development of policies and procedures to insure that labor and management remain free to arrive at voluntary solutions of their problems. The development and improvement of methods to enable the parties to work out their differences and to arrive at voluntary agreements which are compatible with the interests of the community as a whole without work stoppages is a necessary corollary to the basic national policy of promoting and encouraging free and voluntary collective bargaining.

It is at this central point in the administration of the national labor policy that the Mediation Service plays its role. It operates as the yeast, the catalyst, the peacemaker, the directional finder, the midwife—call it what you will—in assisting the parties in defining the precise points of their differences and in identifying the common ground upon which reconciliation may be found.

This is the process by which the parties are aided and encouraged to rely upon reasoning and persuasion in arriving at good faith resolutions of their disputes and, at times, in dissipating the fog of suspicion that may otherwise obscure the field markers outlining the area upon which agreement may be found.

Of course, in the nature of things, the work of the Mediation Service must proceed quietly, anonymously, and without publicity. But its contribution in the 17 years of its existence to the development of rational and effective labor-management relations policies, in promoting and preserving free collective bargaining and in maintaining industrial peace has been invaluable.

Let us examine its record. It receives 100,000 notices under section (8)(d) of the National Labor Relations Act each year covering all cases within the scope of the act in which it is proposed to modify collective bargaining agreements on contract termination or otherwise.

Twenty thousand of these cases are assigned to Federal mediators.

In 7,000 cases the mediator moves directly into the dispute. The period of joint meetings may range from a single meeting to as many as 80 or more in the complex and difficult cases. On the average, four meetings are required in each case.

The principal objective of the Mediation Service is to provide useful and

meaningful service to the parties in assisting them to arrive at voluntary solutions to the disputes without work stoppages. Thus, the maintenance of industrial peace is, in a very real sense, the measure of the success of the Service. If we look at the record, we will find that during the past 4 or 5 years strikes have been at an alltime low, ranging from fourteen one-hundredths of 1 percent to seventeen one-hundredths of 1 percent of man-hours lost compared to total man-hours work.

Most of us will agree, I am sure, that we do not want the Federal Government or the State government meddling or intervening into labor relations. We know that compulsory arbitration means the ends of free collective bargaining. We also know that the various forms of governmental regulations of labor relations short of arbitration inhibit and eventually undermine the freedom of choice in this area which is so essential to the preservation of our system of government.

The key factor in the prevention of inroads and invasions by the Government into this precious institution of free collective bargaining is the mediation function. The Federal Mediation and Conciliation Service performs this function extraordinarily well and I challenge anyone to deny that its contribution to the maintenance of the national labor policy is one iota less important than that of the National Labor Relations Board.

If the Chairman of the National Labor Relations Board belongs in level III of the Federal executive salary schedule, so does the Director of the Federal Mediation and Conciliation Service.

I should emphasize at this point in my remarks that these officers are now rated on the same scale of magnitude.

When the Federal Mediation and Conciliation Service was created as a result of the incorporation of my bill into the Taft-Hartley Act in 1947 the compensation of the Director was fixed at precisely the same level as the compensation of the Chairman of the National Labor Relations Board.

Some years later on July 31, 1956, when these salaries were adjusted the two offices continued to be recognized as having equal magnitude. The Director's salary, like the Chairman's salary, was raised to \$20,500.

And so it is today. These men are treated in the same way under the Classification Act.

There is not the slightest justification for making a distinction between the importance of these jobs at this time.

Indeed, if anything, it is more important than ever to underscore the essential nature of the work of the Mediation Service. The administration has recognized this and has made efforts to raise the professional status of the Federal Mediation staff in order to permit it to function more effectively. This policy of the administration was cited with approval by the President's Advisory Committee on Labor-Management Policy in its report of a few years ago.

My amendment would maintain the equal status which has traditionally and



historically been accorded to these two offices. Each should be established within level III of the salary schedule as my amendment proposes.

A third element in the execution of the national labor policy is the National Mediation Board which performs for the railroad and airline industries precisely the same function that the Federal Mediation and Conciliation Service performs for the rest of the economy.

In examining the pay bill, I find that the chairman of the National Mediation Board has been downgraded in the same manner as has the Director of the Federal Mediation Service. The remarks which I have made thus far, apply with equal force to the National Mediation Board.

The National Mediation Board has the responsibility for the administration of the Railway Labor Act. This Board over a period of some, almost 30 years has maintained a unique record for the preservation of the stability of labor management relations in this field. In addition the National Mediation Board has the responsibility, under the state statute, for labor management relations among carriers by air and their employees.

In this relatively new field of burgeoning employment, now exceeding 500,000 employees, the Board's record over the past 25 years has been equally successful. The maintenance of the flow of commerce along these vital arteries requires the highest degree of responsibility and application by the members of this Board. In addition its agents and employees are in constant touch with the leaders of labor and management in these fields on almost a daily basis to prevent a disruption in the flow of interstate commerce. The National Mediation Board has the additional responsibility of administering the affairs and budget of the National Railroad Adjustment Board in Chicago. This latter agency faces the task of adjusting thousands of minor disputes during the course of each year. In all, the stability of the employment relationship of over a million and a quarter wage earners in the United States are affected by the operations of the National Mediation Board.

Thus, my amendment proposes to restore the balance between these various functions which has been recognized for so long and which reflects the actual facts. The Chairman of the National Mediation Board, like the Chairman of the National Labor Relations Board and the Director of the Federal Mediation Service should be placed in level 3.

Next, we come to the Railroad Retirement Board. Here again, for some reason, the committee has downgraded the chairman of this Board to the level 4 category. He, too, has historically and traditionally been recognized as performing a function, equal in status and worth to that of the other officials whom I have described above.

The railroad retirement system provides important protection to railroad employees, their dependents and survivors. The railroad unemployment insurance system provides nationwide un-

employment and sickness protection for railroad employees.

The Railroad Retirement Board employs about 2,000 employees. During the fiscal year ending June 30, 1963, the Railroad Retirement Board paid more than \$1,200 million in benefits to 1,200,000 beneficiaries under the two systems. The total amount paid out by the Board through fiscal 1963 is about \$14 billion.

The Railroad Retirement Board has an excellent record of performance in the administration of the two systems, and I feel very strongly that, considering the importance, responsibility and size of the systems the Board administers, the downgrading of this agency which the bill proposes is clearly unwarranted.

The Congress has always regarded the railroad retirement and railroad unemployment insurance systems, and their administration, as of particular and primary concern to the employees and employers in the railroad industry and has always attached great weight to any recommendation upon which representatives of the employers and employees have been in agreement.

I ask for unanimous consent to have printed in the RECORD at this point of my remarks a joint letter signed by Earl Leighty, chairman of the Railway Labor Executives' Association and Gregory S. Prince, executive vice president and general counsel of the Association of American Railroads addressed to the Honorable Tom Murray, chairman of the House Committee on Post Office and Civil Service, describing the work of both the Railroad Retirement Board and the National Mediation Board and urging that these agencies be maintained at their present levels of parity with the National Labor Relations Board in the Federal pay system.

There being no objection, the letter was ordered to be printed in the RECORD, as follows:

WASHINGTON, D.C.,  
March 18, 1964.

HON. TOM MURRAY,  
Chairman, House Committee on Post Office  
and Civil Service, Washington, D.C.

DEAR MR. CHAIRMAN: We, the Association of American Railroads and the Railway Labor Executives' Association, are vitally interested in the administration of all statutes affecting our operations including our labor relations handled by the National Mediation Board and the railroad retirement system and the railroad unemployment insurance system handled by the Railroad Retirement Board. These latter two systems are financed by payroll taxes on the railroad industry and the costs of administration including salaries, are also paid from these payroll taxes. Both of these latter systems are administered by the Railroad Retirement Board, a tripartite agency, one member of which is selected upon the recommendation of the railroads, one upon the recommendation of labor organizations representing railroad employees and the chairman without recommendation by either group. The National Mediation Board, by statute, is a bipartisan board, not more than two of the three members shall be of the same political party.

We are concerned about the salary levels provided for the three members of the Railroad Retirement Board and the three members of the National Mediation Board, in H.R. 10444 and related bills which were filed on March 16, 1964. Section 302 of title III of these bills establishes a "Federal executive

salary schedule" to be divided into six salary levels. Level III of this schedule, which is contained in section 303(c), includes the chairmen of a number of Federal agencies to which the Railroad Retirement Board and the National Mediation Board compare very favorably, either in importance, size, or responsibility, but the Chairmen of the Railroad Retirement Board and the National Mediation Board are not included. Further, while the language with respect to positions in level IV "such other offices and positions the duties and responsibilities of which [the President] deems appropriate for this level" would warrant placing the members of the Railroad Retirement Board and the National Mediation Board in this level, there is similar language with respect to positions in levels V and VI. In view of this we respectfully recommend amendments to these bills which would specifically include the Chairmen of the Railroad Retirement Board and the National Mediation Board in level III and the other members of the Board in level IV.

The railroad retirement system which the Board administers is the nationwide retirement system for employees in the railroad industry. It provides important protection to railroad employees and their dependents and survivors. Employees receive annuities upon their retirement for age or disability. Annuities are paid to their spouses and other dependents and annuities or lump sums are paid to the survivors of railroad employees. The railroad unemployment insurance system which the Board administers provides nationwide unemployment insurance protection for railroad employees in the form of unemployment, sickness, and maternity benefits.

During the fiscal year ending June 30, 1963, the Railroad Retirement Board paid more than \$1,200 million in benefits to 1,200,000 beneficiaries under the two systems. The total amount paid out by the Board through fiscal 1963 is about \$14 billion.

The Board employs about 2,000 employees. Among the Government agencies included in section 303(c) of the bill is one with about the same number of employees and 11 with considerably less than this number. In at least 10 of the agencies included in section 303(c), the present salaries of the chairmen and other members of the agencies are \$20-500 and \$20,000, respectively, the same as of the chairman and members of the Railroad Retirement Board.

The Railroad Retirement Board has an excellent record of performance in the administration of the two systems, and we feel very strongly that, considering the importance, responsibility, and size of the systems the Board administers, the failure to include specifically the chairman of the Railroad Retirement Board in section 303(c) is unwarranted. The same is true of the failure clearly to include the members of the Railroad Retirement Board in level IV.

The Congress has always regarded the railroad retirement and railroad unemployment insurance systems, and their administration, as of particular and primary concern to the employers and employees in the railroad industry and has always attached great weight to any recommendation upon which representatives of the employers and employees have been in agreement. We have an especially notable record of having been in agreement virtually at all times for more than 25 years on matters pertaining to the administration of the two systems.

The National Mediation Board has the responsibility for the administration of the Railway Labor Act. This Board, over a period of some almost 30 years, has maintained a unique record for the preservation of the stability of labor management relations in this field. In addition, the National Mediation Board has the responsibility, under the same statute, for labor management relations among carriers by air and their em-



ployees. In this relatively new field of burgeoning employment, now exceeding 500,000 employees, the Board's record over the past 25 years has been equally successful. The maintenance of the flow of commerce along these vital arteries requires the highest degree of responsibility and application by the members of this Board. In addition its agents and employees are in constant touch with the leaders of labor and management in these fields on almost a daily basis to prevent a disruption in the flow of interstate commerce. The National Mediation Board has the additional responsibility of administering the affairs and budget of the National Railroad Adjustment Board in Chicago. This latter agency faces the task of adjusting thousands of minor disputes during the course of each year. In all, the stability of the employment relationship of over a million and a quarter wage earners in the United States are affected by the operations of the National Mediation Board.

As representatives of those who, in effect, pay the salaries of the three members of the Railroad Retirement Board and who are vitally concerned with the ability of the National Mediation Board to effectively administer its program, we respectfully request that section 303 of the bill H.R. 10444 be amended by inserting in subsection (c) after line 13 on page 42 the following:

"(45) Chairman of the Railroad Retirement Board.

"(46) Chairman of the National Mediation Board."; and by inserting in subsection (e) in line 2 on page 43 after the word "positions" the following:

"(including, but not limited to, members of the Railroad Retirement Board and members of the National Mediation Board)"

We shall appreciate it if you will see that our proposed amendments and the reasons therefor are made available to and given consideration by the committee.

Sincerely yours,

By GREGORY S. PRINCE,  
Executive Vice President and General  
Counsel, Association of American  
Railroads.

By G. E. LEIGHTY,  
Chairman, Railway Labor Executives'  
Association.

Mr. MORSE. Mr. President, my amendment would remove this threatened inequality and would restore the Railroad Retirement Board to the high level in Government in which it belongs.

Finally, I must point out that the reported bill discriminates against the members of the National Mediation Board and the Railroad Retirement Board in the same way in which it discriminates against their chairmen. In each case, the members have been downgraded to level 5 of the Federal executive salary schedule whereas the members of the National Labor Relations Board have been placed in level 4. This is precisely the same kind of downgrading which the bill imposes on the chairmen of these agencies and constitutes, in my judgment, rank discrimination against the members of these important agencies. My amendment proposes to repair this injustice.

In closing my remarks, I should like to point out that the House bill, recognizing the realities of the role of these various agencies in the Federal Government, accorded to each of them the same rank and dignity which they have always enjoyed.

There is not a shred of evidence to justify that these agencies are no longer entitled to the class A status which they

have so long merited. Each continues to perform in its own way the same significant and effective role in the administration of the national labor policy. The House bill, in recognition of these facts, continue to classify the agencies in the same way.

The chairman of the Senate committee has assured me that this amendment will go to conference and will receive the very careful consideration of the Senate conferees. I understand that the chairman himself is not opposed to it, but I should like to have it go to conference without any binding commitment upon the Senate conferees.

My respect for and confidence in the conferees of the Senate is such that I am perfectly willing to enter into that understanding, if it can be implemented—and I am sure it can be—under the able leadership of the Senator from South Carolina, though I should like to have him make a brief statement of his position.

Mr. JOHNSTON. What the Senator has said is absolutely true. We have discussed this subject, and the amendment will go to conference. These amounts were left to the President, it will be recalled by members of the committee, to put them in whatever class the President desired to put them into. That being so, it will be a matter for the conferees.

Mr. MORSE. With that understanding, I ask unanimous consent to withdraw my amendment.

The PRESIDING OFFICER. The amendment of the Senator from Oregon is withdrawn.

Mr. JOHNSTON. I yield 1 minute to the Senator from Rhode Island.

Mr. PELL. Mr. President, we have before us a vitally important bill, H.R. 11049, the Federal Employees Salary Act of 1964. It is important that those who work for the Federal Government receive compensation nearly the approximate equivalent of that received by their counterparts in responsibility in the business world.

Recently, a number of top Government officials regrettably have had to leave their jobs because their salaries were not adequate to meet their personal needs. The loss of outstanding men and women and the inability to attract top-flight talent leave our Government in a serious predicament. The ability to run a government efficiently and well depends in large part on the caliber of those who fill responsible positions. When we fail to retain or to bring such persons into the Federal service, all of us suffer the consequences—and particularly the taxpayers, who have every right to demand that their tax dollars be used in the most effective and efficient manner possible.

Some have criticized Congress for raising the salaries of its Members. This I consider unjustified and unwarranted by the facts. While I personally am fortunate enough not to need this raise, the fact remains that a very large percentage of Senators and Congressmen have as their sole source of income, their salaries. They are faced with high, but inescapable, expenses, of which the public is often unaware—the need to main-

tain a residence in Washington and in the home State, travel and entertainment expenses, and certain office costs that exceed the allotments granted Members. To demand of Members of Congress—and rightfully so—the very highest standards, but then to deny them an adequate salary, strikes me as somewhat hypocritical.

The arguments I have advanced apply equally across the board, whether in reference to a postal clerk or a judge on the Supreme Court. Good men deserve good treatment, and one of the indicators is an adequate salary.

I am particularly pleased that the Senate committee revised the scale of wages for those in the middle grades of the classified service. This is extremely important, for it is in these grades that we bring in the bright young men and young women who eventually will occupy the top positions in Government. We cannot attract them if we are not willing to pay them adequate salaries.

For instance, in my own State of Rhode Island, nearly 12,500 civilians are working for the Federal Government. They are productive, and do an excellent job. But, like everyone else, they are affected by rises in the cost of living, educational expenses, and the many other responsibilities that confront the average American family.

Mr. ELLENDER. Mr. President, I call up my amendment No. 1093 and ask that it be stated.

The PRESIDING OFFICER. The amendment of the Senator from Louisiana will be stated for the information of the Senate.

The legislative clerk read as follows:

On page 109, beginning with the word "in" in line 4, strike out through line 14 and insert in lieu thereof the following: "at the rate of 6 per centum of his gross compensation (basic compensation plus additional compensation authorized by law)."

On page 109, beginning with the word "an" in line 20, strike out through line 23 and insert in lieu thereof the following: "6 per centum."

On page 112, beginning with the word "an" in line 17, strike out through line 23 and insert in lieu thereof the following: "6 per centum."

On page 113, line 4, strike out "\$22,945" and insert in lieu thereof "\$20,000".

On page 114, line 3, strike out "\$26,000" and insert in lieu thereof "\$22,500".

On page 114, line 6, strike out "\$24,500" and insert in lieu thereof "\$20,500".

On page 114, line 8, strike out "\$22,500" and insert in lieu thereof "\$20,500".

On page 114, line 13, strike out "\$27,500" and insert in lieu thereof "\$22,500".

Mr. ELLENDER. Mr. President, I ask for the yeas and nays on my amendment.

The yeas and nays were ordered.

Mr. ELLENDER. Mr. President, the purpose of this amendment is to reduce the amount to be paid to the legislative employees of the Senate as provided in the bill and have it raised to 6 percent. As the Senator from South Carolina stated yesterday, in 1962 we had an across-the-board raise of salaries for legislative employees of 7 percent.

Here we are 2 years later, and under the provisions of this bill, the salaries of



Senate employees are raised as much as 21½ percent.

What I seek to do is to put a maximum of 6 percent on the salaries which, together with the 7 percent that Congress granted last year, will total a 13-percent increase since 1962. Under the bill that was enacted in 1962, with a base pay of \$8,880, an administrative assistant received \$18,884. Under this bill, that same base pay would increase to a pay of \$22,945, a sum in excess of what Senators are now receiving. And the same rate practically goes on up to a base pay of, say, \$6,005, where an increase of 16½ percent, down to the 21½ percent for the highest pay for the administrative officer.

The amendment covers the salaries of the Secretary of the Senate, the Sergeant at Arms, the Architect of the Capitol, and his administrative assistant.

Under the present law, the Sergeant at Arms of the Senate receives \$21,500. If this bill were enacted, that same official would receive \$27,500—an increase of \$500 a month, or a percentage increase of 27.9 percent.

In addition to that, the Sergeant at Arms is furnished an automobile. He is furnished a chauffeur. He will be better off than a Senator, if the Senator receives the increased amount that is now provided for in the bill. If this bill were enacted by the Senate, as presented by the distinguished Senator from South Carolina, the Sergeant at Arms would receive \$27,500—only \$2,500 less than a Senator.

On yesterday, my good friend compared the work of the Sergeant at Arms to that of the police chief of the city of New York. Of course, this is not a valid comparison. The Sergeant at Arms is a nice fellow, but this job is more or less political. And to increase his salary overnight by \$500 a month cannot be justified by anyone.

The same thing holds true for the Secretary of the Senate, who now receives \$21,500. The increase would raise his salary to \$27,500, or an increase of 27.9 percent.

We furnish the Secretary of the Senate with an automobile and a chauffeur. I would say that the Secretary of the Senate is getting more money than a Senator would if the bill were passed as presently written.

The Architect of the Capitol now receives \$20,700. If this bill were passed, we would grant him an increase to \$26,000, or an increase of 26.1 percent.

Mr. President, that is unconscionable. An administrative assistant would be raised from \$18,880 to \$22,945, or a raise of \$4,065, or 21.5 percent of what he is now receiving.

My amendment is very simple. What it would do is give an across-the-board increase, the same as we did in 1962. That year, we gave an across-the-board increase of 7 percent. My amendment would give an additional 6 percent. The Secretary of the Senate is now receiving \$21,500. Under this amendment, he would be increased to \$22,500, the amount that the Senators now receive.

The Sergeant at Arms would receive the same increase. He now receives

\$21,500, and he would receive \$22,500 under this bill. I think it is ample.

The legislative counsel would receive \$22,500, an increase of 6 percent, from \$21,500.

The General Counsel of GAO now receives \$20,000. My amendment would provide for him \$22,500.

Now the administrative assistants of Senators would be increased from the total that they can now receive of \$18,880, to \$20,000. Mr. President, I think that is ample.

This 6-percent increase, together with the 7-percent increase that we allowed last year, is ample for those workers.

Mr. President, I wish to place in the RECORD at this point two tables that indicate how much the legislative employees are receiving now, and what they will receive under this bill.

There being no objection, the table was ordered to be printed in the RECORD, as follows:

*U.S. Senate—Effective Oct. 15, 1962*

| Basic<br>per annum | Gross<br>per annum |
|--------------------|--------------------|
| \$60               | \$1,020.72         |
| \$120              | 1,162.11           |
| \$180              | 1,303.50           |
| \$240              | 1,444.89           |
| \$300              | 1,586.28           |
| \$360              | 1,727.67           |
| \$420              | 1,869.06           |
| \$480              | 2,010.44           |
| \$540              | 2,151.84           |
| \$600              | 2,293.23           |
| \$660              | 2,434.61           |
| \$720              | 2,576.01           |
| \$780              | 2,717.39           |
| \$840              | 2,858.78           |
| \$900              | 2,999.17           |
| \$960              | 3,140.56           |
| \$1,020            | 3,281.95           |
| \$1,080            | 3,423.34           |
| \$1,140            | 3,564.73           |
| \$1,200            | 3,706.12           |
| \$1,260            | 3,847.51           |
| \$1,320            | 3,988.90           |
| \$1,380            | 4,130.29           |
| \$1,440            | 4,271.68           |
| \$1,500            | 4,413.07           |
| \$1,560            | 4,554.46           |
| \$1,620            | 4,695.85           |
| \$1,680            | 4,837.24           |
| \$1,740            | 4,978.63           |
| \$1,800            | 5,120.02           |
| \$1,860            | 5,261.41           |
| \$1,920            | 5,402.80           |
| \$1,980            | 5,544.19           |
| \$2,040            | 5,685.58           |
| \$2,100            | 5,826.97           |
| \$2,160            | 5,968.36           |
| \$2,220            | 6,109.75           |
| \$2,280            | 6,251.14           |
| \$2,340            | 6,392.53           |
| \$2,400            | 6,533.92           |
| \$2,460            | 6,675.31           |
| \$2,520            | 6,816.70           |
| \$2,580            | 6,958.09           |
| \$2,640            | 7,099.48           |
| \$2,700            | 7,240.87           |
| \$2,760            | 7,382.26           |
| \$2,820            | 7,523.65           |
| \$2,880            | 7,665.04           |
| \$2,940            | 7,806.43           |
| \$3,000            | 7,947.82           |
| \$3,060            | 8,089.21           |
| \$3,120            | 8,230.60           |
| \$3,180            | 8,372.00           |
| \$3,240            | 8,513.39           |
| \$3,300            | 8,654.78           |
| \$3,360            | 8,796.17           |
| \$3,420            | 8,937.56           |
| \$3,480            | 9,078.95           |
| \$3,540            | 9,220.34           |
| \$3,600            | 9,361.73           |
| \$3,660            | 9,503.12           |

*U.S. Senate—Effective Oct. 15, 1962—Con.*

| Basic<br>per annum | Gross<br>per annum |
|--------------------|--------------------|
| \$3,720            | \$8,816.15         |
| \$3,780            | 8,946.19           |
| \$3,840            | 9,076.20           |
| \$3,900            | 9,206.22           |
| \$3,960            | 9,336.25           |
| \$4,020            | 9,466.27           |
| \$4,080            | 9,596.30           |
| \$4,140            | 9,726.31           |
| \$4,200            | 9,856.33           |
| \$4,260            | 9,986.36           |
| \$4,320            | 10,116.37          |
| \$4,380            | 10,246.39          |
| \$4,440            | 10,376.42          |
| \$4,500            | 10,506.43          |
| \$4,560            | 10,636.46          |
| \$4,620            | 10,766.52          |
| \$4,680            | 10,896.54          |
| \$4,740            | 11,026.57          |
| \$4,800            | 11,156.58          |
| \$4,860            | 11,286.61          |
| \$4,920            | 11,416.64          |
| \$4,980            | 11,546.67          |
| \$5,040            | 11,676.70          |
| \$5,100            | 11,806.73          |
| \$5,160            | 11,936.76          |
| \$5,220            | 12,066.79          |
| \$5,280            | 12,196.82          |
| \$5,340            | 12,326.85          |
| \$5,400            | 12,456.88          |
| \$5,460            | 12,586.91          |
| \$5,520            | 12,716.94          |
| \$5,580            | 12,846.97          |
| \$5,640            | 12,977.00          |
| \$5,700            | 13,107.03          |
| \$5,760            | 13,237.06          |
| \$5,820            | 13,367.09          |
| \$5,880            | 13,497.12          |
| \$5,940            | 13,627.15          |
| \$6,000            | 13,757.18          |
| \$6,060            | 13,887.21          |
| \$6,120            | 14,017.24          |
| \$6,180            | 14,147.27          |
| \$6,240            | 14,277.30          |
| \$6,300            | 14,407.33          |
| \$6,360            | 14,537.36          |
| \$6,420            | 14,667.39          |
| \$6,480            | 14,797.42          |
| \$6,540            | 14,927.45          |
| \$6,600            | 15,057.48          |
| \$6,660            | 15,187.51          |
| \$6,720            | 15,317.54          |
| \$6,780            | 15,447.57          |
| \$6,840            | 15,577.60          |
| \$6,900            | 15,707.63          |
| \$6,960            | 15,837.66          |
| \$7,020            | 15,967.69          |
| \$7,080            | 16,097.72          |
| \$7,140            | 16,227.75          |
| \$7,200            | 16,357.78          |
| \$7,260            | 16,487.81          |
| \$7,320            | 16,617.84          |
| \$7,380            | 16,747.87          |
| \$7,440            | 16,877.90          |
| \$7,500            | 17,007.93          |
| \$7,560            | 17,137.96          |
| \$7,620            | 17,267.99          |
| \$7,680            | 17,398.02          |
| \$7,740            | 17,528.05          |
| \$7,800            | 17,658.08          |
| \$7,860            | 17,788.11          |
| \$7,920            | 17,918.14          |
| \$7,980            | 18,048.17          |
| \$8,000            | 18,178.20          |
| \$8,040            | 18,308.23          |
| \$8,100            | 18,438.26          |
| \$8,160            | 18,568.29          |
| \$8,220            | 18,698.32          |
| \$8,280            | 18,828.35          |
| \$8,340            | 18,958.38          |
| \$8,400            | 19,088.41          |
| \$8,460            | 19,218.44          |
| \$8,520            | 19,348.47          |
| \$8,580            | 19,478.50          |
| \$8,640            | 19,608.53          |
| \$8,700            | 19,738.56          |
| \$8,760            | 19,868.59          |
| \$8,820            | 19,998.62          |
| \$8,880            | 20,128.65          |



## LEGISLATIVE SALARY INCREASES

This is designed to provide percentage salary adjustments for legislative employees comparable to those provided for employees under the Classification Act. The increases are provided in an amount equal to 3½ percent of the employee's gross rate plus 1 percent of his gross rate for each whole multiple, or part of a multiple of \$500 basic compensation; or an amount equal to 5 percent of such gross rate, whichever is greater.

| Multiple | Base  | Present gross | Proposed amendment |           |
|----------|-------|---------------|--------------------|-----------|
|          |       |               | Percent increase   | New gross |
| 0        | \$5   | \$891         | 5.0                | \$935     |
| 0.1      | 60    | 1,020         | 5.0                | 1,071     |
|          | 500   | 2,057         | 5.0                | 2,160     |
| 1        | 505   | 2,069         | 5.5                | 2,183     |
| 2        | 1,000 | 3,157         | 5.5                | 3,330     |
| 2        | 1,005 | 3,166         | 6.5                | 3,372     |
| 2.4      | 1,200 | 3,534         | 6.5                | 3,764     |
| 3        | 1,500 | 4,052         | 6.5                | 4,316     |
| 3        | 1,505 | 4,061         | 7.5                | 4,366     |
| 3.6      | 1,800 | 4,655         | 7.5                | 5,004     |
| 4        | 2,000 | 5,088         | 7.5                | 5,470     |
| 4        | 2,005 | 5,099         | 8.5                | 5,533     |
| 4.8      | 2,400 | 5,955         | 8.5                | 6,461     |
| 5        | 2,500 | 6,172         | 8.5                | 6,697     |
| 5        | 2,505 | 6,183         | 9.5                | 6,770     |
| 5        | 3,000 | 7,255         | 9.5                | 7,945     |
| 6        | 3,005 | 7,266         | 10.5               | 8,029     |
| 7        | 3,500 | 8,339         | 10.5               | 9,215     |
| 7        | 3,505 | 8,350         | 11.5               | 9,310     |
| 7.2      | 3,600 | 8,556         | 11.5               | 9,540     |
| 8        | 4,000 | 9,422         | 11.5               | 10,506    |
| 8        | 4,005 | 9,433         | 12.5               | 10,613    |
| 9        | 4,500 | 10,506        | 12.5               | 11,819    |
| 9        | 4,505 | 10,517        | 13.5               | 11,937    |
| 9.6      | 4,800 | 11,136        | 13.5               | 12,640    |
| 10       | 5,000 | 11,550        | 13.5               | 13,109    |
| 10       | 5,005 | 11,560        | 14.5               | 13,237    |
| 11       | 5,500 | 12,528        | 14.5               | 14,345    |
| 11       | 5,505 | 12,538        | 15.5               | 14,481    |
| 12       | 6,000 | 13,469        | 15.5               | 15,556    |
| 12       | 6,005 | 13,478        | 16.5               | 15,702    |
| 13       | 6,500 | 14,409        | 16.5               | 16,786    |
| 13       | 6,505 | 14,418        | 17.5               | 16,942    |
| 14       | 7,000 | 15,349        | 17.5               | 18,035    |
| 14       | 7,005 | 15,359        | 18.5               | 18,200    |
| 14.4     | 7,200 | 15,725        | 18.5               | 18,635    |
| 15       | 7,500 | 16,289        | 18.5               | 19,303    |
| 15       | 7,505 | 16,299        | 19.5               | 19,477    |
| 16       | 8,000 | 17,230        | 19.5               | 20,590    |
| 16       | 8,005 | 17,239        | 20.5               | 20,773    |
| 17       | 8,500 | 18,170        | 20.5               | 21,895    |
| 17       | 8,505 | 18,179        | 21.5               | 22,088    |
| 17.7     | 8,880 | 18,884        | 21.5               | 22,945    |

Mr. ELLENDER. Mr. President, as I said, it ranges from 5 percent for the employee getting \$891 a year—and we have got very few of those now—to those receiving a 21.5-percent increase.

Mr. LAUSCHE. Mr. President, will the Senator yield?

Mr. ELLENDER. I yield.

Mr. LAUSCHE. What is the present-day maximum pay allowable for administrative assistants?

Mr. ELLENDER. Eighteen thousand eight hundred and eighty dollars.

Mr. LAUSCHE. What would the bill do as it now stands?

Mr. ELLENDER. The bill as it now stands would provide \$22,945.

Mr. LAUSCHE. And what will the amendment of the Senator from Louisiana provide?

Mr. ELLENDER. \$20,000. I say that we should use a little sanity on these wage hikes.

I am very hopeful that the Senate will vote for my amendment.

The PRESIDING OFFICER. Without objection, the amendments will be considered en bloc.

The question is on agreeing to the amendment of the Senator from Louisiana. The yeas and nays have been ordered; and the clerk will call the roll.

Mr. MANSFIELD. Mr. President, could I ask the Senator from Louisiana a question?

The PRESIDING OFFICER. The Senator from Montana is recognized.

Mr. MANSFIELD. All the employees' salaries were not listed. Were they?

Mr. ELLENDER. In what?

Mr. MANSFIELD. In the Senate.

Mr. ELLENDER. It covers all of the legislative employees.

Mr. MANSFIELD. It covers all of the legislative employees, the Chaplain, and so forth?

Mr. ELLENDER. Yes, even the little pages here. As I said yesterday, when I came to the Senate, the pages were getting \$5 a day. This bill increases it to \$5,000 a year. I think this is unconscionable.

We gave a cut this year on income taxes. And with all of that, we are proposing to raise these legislative employees, as I said, from 5 to 21½ percent. That cannot be justified, Mr. President.

The PRESIDING OFFICER. The Senator from South Carolina is recognized.

Mr. JOHNSTON. Mr. President, the salaries referred to are in keeping with the salaries that have been requested by the administration for executive branch employees and approved by the House.

If this amendment is agreed to, we will find that the House employees and offices will have substantial increases, and our officers and employees will not have any increase but the 6 percent.

It is in the higher brackets that we are having trouble in securing the qualified men, both downtown and here.

I do not think any Senator wishes to pay an executive branch employee more than our own employees in the Senate are paid for a position of equivalent rank and responsibility.

The Senator has spoken of the Sergeant at Arms. At the present time there is only \$1,000 difference between the salary of the Sergeant at Arms and the salary of a Senator. When the bill passes, there will be a difference of \$2,500. So the proposal is in keeping with what we have done in the past. We have tried to regulate salaries so that inconsistencies will not cause a great deal of trouble. I hope that the Senate will reject the amendment.

Mr. MONRONEY. Mr. President, I have been unable to ascertain whether the Comptroller General's rate would be reduced by the amendment of the distinguished Senator. I know that the Counsel would be reduced.

Mr. ELLENDER. Those included are the Secretary of the Senate, the Sergeant at Arms, the Legislative Counsel, the General Counsel of GAO, the Librarian of Congress, the Public Printer, the Architect of the Capitol, the Deputy Librarian, the Deputy Public Printer, and the Assistant Architect of the Capitol.

Mr. MONRONEY. The head of the GAO would not be included in the proposed reductions?

Mr. ELLENDER. No.

Mr. MONRONEY. He is on that list of officers generally associated together.

Mr. ELLENDER. What I sought to do was to include employees in the legisla-

tive branch of the Government. As the Senator knows, the bill would increase the salaries of all employees who are members of the staffs of the millions of subcommittees and special committees that we have.

Mr. MONRONEY. Not necessarily. The Senator knows that only those employees whose salaries were increased by their employer would receive the increase.

Mr. ELLENDER. Certainly, but the Senator knows what would happen.

Mr. MONRONEY. The Senator from Oklahoma has never used anywhere near the maximum amount of salary allowance. I am sure that the Senator from Louisiana has not.

Mr. ELLENDER. I have not.

Mr. MONRONEY. I am sure that the Senator from South Carolina has not. The maximum is an amount which very few employees ever attain. If a Senator chooses to use his pay allowance in order to keep his administrative assistant at \$22,945, which is the tiptop of the grade of those fine young people who serve and make a lifetime job of their service, then he has a right to do so. As early as 1946 the top staff men of the Senate committees were so classified that they would be able to attract the same quality of men. We would prevent raids upon our staffs of our good men. Otherwise they would be attracted downtown at higher employment wages.

If we are going to pay more to those in the top level of civil service—those in grade 18 in the executive department downtown, who have less hard work to do than our own staff people—we should at least raise the salaries of our own staff people to \$22,945 as well.

The ratio has been well kept. We have tried to maintain the differences. There has been a difference of \$1,000 between the salary of a Senator and the salary of the Sergeant at Arms and that of the Secretary of the Senate. Under the bill the difference would be \$2,500.

As to the Architect of the Capitol, neither of us might agree that he is an excellent architect, but the job—and that is what we are trying to classify—is a job that certainly demands a person of capability. It demands someone who would have that much earning capacity, in order to be able to supervise the myriad things that have to be done in this gigantic Capitol plant, including all the buildings on Capitol Hill.

Mr. ELLENDER. Mr. President, will the Senator yield?

Mr. MONRONEY. I yield.

Mr. ELLENDER. The Senator has tried to compare the salaries of the Secretary of the Senate and the Sergeant at Arms with the salary of a Senator. The Senator knows that in the last few years those two officers have received increases in pay whereas Senators have not. That is why the salaries are so close together.

Mr. MONRONEY. I beg the Senator's pardon. We have not increased the salaries of those employees.

Mr. ELLENDER. In 1962 there was a 7-percent across-the-board increase.

Mr. MONRONEY. If my memory serves me correctly, the Sergeant at Arms did not—



Mr. ELLENDER. All employees received an increase.

Mr. MONRONEY. They did not get the full 7 percent. The limitation cut them off.

Mr. ELLENDER. They did get an increase in 1962.

Mr. MONRONEY. The Senator is more correct than I am, because they did receive an increase. But a differential exists. We would now make the differential \$2,500, which I believe is a proper differential between the salaries of those two officers and the salary of a Senator.

Mr. ELLENDER. Does the Senator mean that a differential of \$2,500 between the salaries of the Sergeant at Arms and the Secretary of the Senate and a Senator is proper?

Mr. MONRONEY. I believe the Senator will find that that has generally been the range of the difference.

Mr. ELLENDER. Is that the way the Senator evaluates it?

Mr. MONRONEY. The difference between the salaries of the Sergeant at Arms and a Senator?

Mr. ELLENDER. Yes. The Secretary of the Senate has an automobile, and a chauffeur, and I believe this would amount to, if he is given the \$27,500 which is provided in the bill more than a Senator's salary.

Mr. MONRONEY. The Senator knows that the \$2,500 differential is one that represents the difference between the two jobs. But those are the two principal officers of the Senate. We need efficient men in those offices. They spend a great deal of money running the housekeeping functions on our side of the Capitol.

I believe the scale is proper and ought to be maintained. I ask that the amendment be rejected.

The PRESIDING OFFICER. Does the Senator from Louisiana yield back the remainder of his time?

Mr. ELLENDER. Mr. President, I yield back the remainder of my time.

Mr. JOHNSTON. Mr. President, I yield back the remainder of my time.

The PRESIDING OFFICER. The question is on agreeing to the amendment of the Senator from Louisiana. All time having expired, and the yeas and nays having been ordered, the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Virginia [Mr. BYRD], the Senator from Ohio [Mr. YOUNG], and the Senator from Virginia [Mr. ROBERTSON] are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that the Senator from Florida [Mr. SMATHERS], and the Senator from Texas [Mr. YARBOROUGH] are necessarily absent.

I further announce that, if present and voting, the Senator from Texas [Mr. YARBOROUGH] would vote "nay."

On this vote, the Senator from Ohio [Mr. YOUNG] is paired with the Senator from Florida [Mr. SMATHERS]. If present and voting, the Senator from Ohio

would vote "yea," and the Senator from Florida would vote "nay."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. COTTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] would vote "yea."

The result was announced—yeas 25, nays 63, as follows:

[No. 463 Leg.]

YEAS—25

|           |               |                |
|-----------|---------------|----------------|
| Alken     | Gore          | Mundt          |
| Allott    | Jordan, Idaho | Simpson        |
| Burdick   | Lausche       | Symington      |
| Church    | Mansfield     | Talmadge       |
| Cooper    | McClellan     | Thurmond       |
| Curtis    | McGovern      | Williams, Del. |
| Dominick  | Miller        | Young, N. Dak. |
| Ellender  | Morton        |                |
| Goldwater | Moss          |                |

NAYS—63

|              |              |                |
|--------------|--------------|----------------|
| Anderson     | Hartke       | Metcalf        |
| Bartlett     | Hayden       | Monroney       |
| Beall        | Hickenlooper | Morse          |
| Bennett      | Hill         | Muskie         |
| Bible        | Holland      | Nelson         |
| Boggs        | Humphrey     | Neuberger      |
| Brewster     | Inouye       | Pastore        |
| Byrd, W. Va. | Jackson      | Pearson        |
| Cannon       | Javits       | Pell           |
| Carlson      | Johnston     | Prouty         |
| Case         | Jordan, N.C. | Proxmire       |
| Clark        | Keating      | Randolph       |
| Dirksen      | Kuchel       | Ribicoff       |
| Dodd         | Long, Mo.    | Russell        |
| Douglas      | Long, La.    | Scott          |
| Eastland     | Magnuson     | Smith          |
| Edmondson    | McCarthy     | Sparkman       |
| Ervin        | McGee        | Stennis        |
| Fulbright    | McIntyre     | Tower          |
| Gruening     | McNamara     | Walters        |
| Hart         | Mechem       | Williams, N.J. |

NOT VOTING—12

|           |           |             |
|-----------|-----------|-------------|
| Bayh      | Fong      | Saltonstall |
| Byrd, Va. | Hruska    | Smathers    |
| Cotton    | Kennedy   | Yarborough  |
| Engle     | Robertson | Young, Ohio |

So Mr. ELLENDER's amendments (No. 1093) were rejected.

GOOD GOVERNMENT NEEDS GOOD MEN:  
GOOD MEN MUST BE PAID

Mr. BARTLETT. Mr. President, the House of Representatives has passed, and the Senate Committee on Post Office and Civil Service has favorably reported, with amendments, the Government Employees Salary Reform Act of 1964, H.R. 11049. I now urge Senate passage.

Enactment of this bill would be a significant step toward updating and making equitable the Federal pay scale. Present levels of payment represent poor economy in several respects. They do not give Government workers fair and reasonable pay. They make it increasingly difficult to recruit and retain top-flight men and women for Government service. They undercut Congress' declared principle that Government workers shall be paid wages comparable to those paid in analogous private positions. Their failure to provide adequate incentives or to attract a sufficient number of capable workers undermines our efforts to achieve efficiency and economy in Government.

The pay adjustment bill would provide salary increases for some 1,700,000 Government employees, including over 7,500 Federal workers located in Alaska.

Over 1 million civil servants, includ-

ing 6,822 in Alaska, are presently covered by the Classification Act of 1949. The Alaska figure includes 1,323 Army employees, 1,158 with the Air Force, 1,105 with the Department of the Interior, and 1,434 with the FAA. The Classification Act also covers 692 Alaskans working with the Department of Health, Education, and Welfare, 334 with the Department of Agriculture, 268 with the Department of Commerce, 166 with the Navy, and 145 with the Department of the Treasury.

Salary increases granted by the proposed bill to Classification Act employees would be effective at all GS levels. They would average 4.2 percent. Workers at the GS-4 to GS-5 levels would receive boosts of over 6 percent; GS-3 and GS-6 employees would be raised by more than 5 percent. GS-7 to GS-8 increases would average around 4 percent, while those in grades 9 through 12 would run approximately 3 percent.

Another 600,000 of the Federal employees covered by the present bill are now classified under the postal field service, rural carrier, and fourth-class office schedules. This involves 669 Alaskans, including 144 postmasters of fourth-class post offices. Employees covered by the postal field service schedule would receive an average salary increase of 5.6 percent. The boost would be over 6 percent for employees at PFS levels 1 through 4, 5.2 percent at PFS-5, 4 percent at PFS-6, and approximately 3 percent at PFS levels 7 through 11.

A new basis of computation would be used in determining the salaries of postmasters of fourth-class post offices.

The formula for "revenue units," upon which salaries would be based, would consider the amount of mail handled and the service transactions carried out, as well as the gross receipts. This promises to establish a more realistic wage scale for those postmasters, long underpaid, in our small or seasonal offices.

Other sections of the pay adjustment bill increase salaries in the Department of Medicine and Surgery of the Veterans' Administration, in the Foreign Service, and in county ASC offices. Increases are also provided for legislative employees and officers, Members of Congress, Federal executives, District of Columbia executives and officers, judicial employees, and Federal judges.

The bill is thus a comprehensive one, attempting to remedy inequities at various wage levels. It acknowledges that top Federal officials cannot expect salaries absolutely commensurate with lucrative private positions; but it still recognizes the need for appreciable increases, in light of the many responsibilities these officials must fulfill and the hardships to which present salary scales subject them.

At the same time, the bill attempts to establish equitable rates down the line, and to set up meaningful ratios between the various grade levels. Thus, we are attempting not only to provide for much-needed increases, but also to establish wage levels that will encourage maximum effort and will provide incentives for continuance and advancement in the Federal service.



It is all too easy, Mr. President, to underestimate the services rendered by Federal employees working throughout the country—from the highest official levels to the smallest post offices in our Alaska villages. We also tend to underestimate the salaries which these public servants deserve and need. These are the people who must administer the many Federal programs and services; they are the people on whom, in large measure, our domestic welfare and our security and leadership in the world arena are dependent. It is simply not fair for these employees to be underpaid, nor can the country afford it. It is false economy to pay inadequate wages to those upon whom Government efficiency depends. We must attract and hold our most capable citizens to public service. If we are to do so, we must give them adequate compensation and incentive.

Mr. President, I urge the passage of H.R. 11049 as reported by the Senate committee.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. MORTON. Mr. President, I offer an amendment.

The PRESIDING OFFICER. The amendment offered by the Senator from Kentucky will be stated.

The legislative clerk read the amendment as follows:

At the end of line 2, page 167, add the following:

"TITLE VI

"Any compensation, honorarium, or other payment received by any Member of Congress for any lecture, appearance, speech, or article written over and above the actual expenses involved shall be turned over to the Treasury of the United States."

#### MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Hackney, one of its reading clerks, announced that the House had agreed to the amendment of the Senate to the bill (H.R. 7152) to enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, to authorize the Attorney General to institute suits to protect constitutional rights in public facilities and public education, to extend the Commission on Civil Rights, to prevent discrimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other purposes.

#### CIVIL RIGHTS—ENROLLED BILL SIGNED

The message also announced that the Speaker had affixed his signature to the enrolled bill (H.R. 7152) to enforce the constitutional right to vote, to confer jurisdiction upon the district courts of the United States to provide injunctive relief against discrimination in public accommodations, to authorize the Attorney General to institute suits to protect constitutional rights in public facilities and public education, to extend the Commission on Civil Rights, to prevent dis-

crimination in federally assisted programs, to establish a Commission on Equal Employment Opportunity, and for other purposes, and it was signed by the President pro tempore.

Mr. JAVITS. Mr. President, will the Senator from Kentucky yield to me for one moment?

Mr. MORTON. I yield.

Mr. JAVITS. Mr. President, we have just heard the historic announcement to the Senate that the House has passed finally the civil rights bill, the most momentous piece of legislation, in my judgment, which has come out of the Senate since the declaration of war in World War II.

I thank the Senator for the opportunity at least to call it markedly to the attention of the Senate.

Mr. HUMPHREY. Mr. President, will the Senator yield?

Mr. MORTON. I yield.

Mr. HUMPHREY. I merely wish the Record today to note that the act which has just been passed by the House, to which the Speaker has affixed his signature, the Civil Rights Act of 1964, is not only one of the most important pieces of legislation of our time, but it has had amazing bipartisan support. The vote in the House was 289 to 126.

I salute the Members of the House and commend Members of the Senate. I believe we have performed a noble public service.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. McCLELLAN. Mr. President, I should like to inquire of the Senator from Kentucky if his amendment would apply to Members of the Senate while Congress was in recess.

Mr. MORTON. Yes; it would apply.

Mr. McCLELLAN. It would apply the year round?

Mr. MORTON. It would apply the year round. We are on the payroll the year round.

Mr. McCLELLAN. In other words, we should devote all our time to the business here, and we could not devote any of our time to making public speeches. Is that what the Senator means?

Mr. MORTON. I have no objection to making public speeches.

Mr. McCLELLAN. But they should be made free of charge. Is that it?

Mr. MORTON. Yes.

Mr. DOUGLAS. Mr. President, will the Senator yield?

Mr. MORTON. I yield.

Mr. DOUGLAS. Would the Senator include in his amendment all income from legal fees and fees collected as directors and also income from dividends? Would he provide that all such sums should be turned over to the Treasury of the United States?

Mr. MORTON. If the Senator wishes to offer such an amendment in his own right, it might be considered. I do not

see why a person must be destitute of all property to be able to serve in this body.

My point is this. I made speeches in the 1930's, long before I became a Member of Congress. I was never paid for those speeches. Now, merely because I happen to be a Member of the Senate, people offer me  $x$  dollars to come and make a speech. This is only because I happen to be a U.S. Senator, on the public payroll. When I did it in the 1930's, I was not on the public payroll. I therefore think that anything that is offered to me in this connection because I happen to be a U.S. Senator, while being paid by the taxpayers of the United States, should be turned into the Treasury of the United States. I feel that I am an employee of the Government.

Mr. DOUGLAS. Would the Senator include legal fees? Does he believe they should be turned over to the Treasury? I know of various lawyers whose incomes increased after they had become U.S. Senators.

Mr. MORTON. I am not a lawyer, and I am therefore not qualified to respond to the Senator's question. When I was an officer of the U.S. Government, in the State Department, I was not permitted to accept any sort of honorarium. I was not even permitted to allow the associations that asked me to speak before them to pay my expenses. Either I paid the expenses myself, or the Government paid for them.

Mr. DOUGLAS. Would the Senator amend his amendment so that all legal fees should go to the Treasury?

Mr. MORTON. I should like to have the Senator offer his own amendment.

Mr. DOUGLAS. The Senator wants to be fair, I am sure and make his amendment apply equally.

Mr. MORTON. Yes. What is it that the Senator wants me to do?

Mr. DOUGLAS. To include also legal and directors' fees in his amendment.

Mr. MORTON. In other words, the Senator wants to "louse up" my amendment so that it cannot be adopted. Is that it?

Mr. DOUGLAS. No. I am asking him whether he would be willing to include directors' fees and legal fees, and any amount received from private business, and also I think dividends from whisky stocks.

Mr. McCLELLAN. And cigarettes.

Mr. DOUGLAS. And from cigarette stocks, too.

Mr. PASTORE. And from writing books.

Mr. MORTON. I understand that the Senator wants to say that anything that any Member receives, aside from his salary as a Member of Congress, should be reported and turned in to the Treasury. Is that correct?

Mr. DOUGLAS. If we follow the precedent of the Senator's amendment, that is what we should do.

Mr. MORTON. In other words, he would have us turn over our dividends from whatever source they were received?

Mr. DOUGLAS. Also especially from whisky and cigarette stocks, because those items, according to the doctors, are very injurious to the human race.



Mr. MORTON. Cigarette stocks have been rather sick lately, I can tell the Senator. I cannot accept the amendment offered by the Senator from Illinois. I suggest that he offer it in his own time as a separate amendment.

I yield to the Senator from New Jersey such time as he may desire to take.

Mr. CASE. I believe there is a germ of rightness in this amendment. However, logically the amendment should include not only income from speeches and writings, but also earnings from any source. If a person is a director of a bank, undoubtedly it is because he is a Member of the Senate. I see no reason why a bank director's fees should not be turned over to the Treasury. I would not have the amendment apply to earnings from securities or property owned by the person. However, I believe any other kind of earnings ought to be included. I ask the Senator if he would accept this serious suggestion to amend his amendment accordingly.

Mr. MORTON. The Senator means fees collected as a director of a bank.

Mr. CASE. I mean any earned income as opposed to income from securities, for example. Any fees a lawyer may earn due to his being a Member of the Senate should be included. I do not believe that only one kind of earning should be included.

Mr. MORTON. I cannot agree with the Senator. Suppose I decide to do some moonlighting by babysitting or raking leaves. Should those earnings be included?

Mr. CASE. I cannot imagine anyone trusting the Senator from Kentucky with a daughter of impressionable age.

Mr. MORTON. At 57 years of age, I can.

Mr. CASE. Any earned income might well be due to the fact that one holds the position of Senator.

Mr. DIRKSEN. Mr. President, may I respectfully suggest that the amendment be withdrawn?

Mr. MORTON. In an effort to be helpful to my colleagues, and to get this measure on the road, I will accede to the suggestion of my distinguished leader. But before I withdraw the amendment I should like to respond briefly to the remarks of the Senator from New Jersey.

Mr. CASE. I withdraw my remarks.

Mr. MORTON. I am a director of a bank. When I go to a directors' meeting I am paid \$35. I do not get to more than two such directors' meetings a year, because of the long sessions the majority party has been holding in the Senate. I happen to be a director because my grandfather started a little bank, and this ultimately developed into the bank of which I am presently a director.

When I attend a meeting as a director I am paid \$35. I get to about two meetings a year. I think my responsibility is far greater than my compensation. If something happens to the bank because I am not there, I can be sued for I do not know how much.

Mr. PASTORE. It might be the very best excuse the Senator could have if he wished to resign from the directorship.

The amendment would give him that excuse.

Mr. MORTON. I have tried to resign. Every time I try the president comes to me and say, "Please don't resign." So I stay as a director.

Mr. PASTORE. The Senator should accept the amendment of the Senator from New Jersey, because that would be the best reason he could have for resigning.

Mr. MORTON. Very well, I will resign from the bank, and I withdraw the amendment.

The PRESIDING OFFICER. The amendment is withdrawn.

Mr. WILLIAMS of Delaware. Mr. President, I call up my amendment No. 1079, and ask the clerk to report it as it has been modified.

The PRESIDING OFFICER. The amendment will be read.

The legislative clerk read the modified amendment, as follows:

"At the end of the bill add a new section as follows:

"SEC. . (a) Section 2(a) of the Act entitled 'An Act to prohibit payment of annuities to officers and employees of the United States convicted of certain offenses, and for other purposes,' approved September 1, 1954, as amended (5 U.S.C. 2283(a)), is amended to read as follows:

"(a) There shall not be paid to any person who, on, or after September 26, 1961, has refused or refuses, or knowingly and willfully has failed or fails, to appear, testify, or produce any book, paper, record, or other document, relating to his service as an officer or employee of the Government or Members of Congress in any proceeding before a congressional committee, for any period subsequent to September 26, 1961, or subsequent to the date of such failure or refusal of such person, whichever date is later, any annuity or retired pay on the basis of the service of such person (subject to the exceptions contained in sections 10 (2) and (3) of this Act) which is creditable toward such annuity or retired pay."

"(b) Notwithstanding the provisions of such section 2 (a), as amended no person shall be required, by reason of the amendment made by this section, to refund any annuity or retired pay paid to such person prior to the date of enactment of this Act."

Mr. WILLIAMS of Delaware. Mr. President, the amendment as it has been modified merely provides that any public official or former public official who since September 1961 has been requested to appear before a congressional committee to answer questions in line with his official conduct, elected to take the fifth amendment rather than answer the questions would be allowed to receive a refund of all of his contributions to the retirement fund, plus interest, but he would not be eligible for retirement benefits. In 1954 Congress enacted a similar law. On September 26, 1961, the law was repealed, over my objection.

Recently there was an instance in which a former public official took the fifth amendment rather than answer questions that were directed to him about his conduct as a public official.

The amendment does not deal with the right of an individual to take the fifth amendment, but if one who is or has been a public official took the fifth amendment, rather than answer questions

which were properly asked concerning his official duties, he would forfeit his right to any further contributions so far as the taxpayers were concerned.

He would have the right to withdraw all of his own contributions, plus interest. There is no question about that. He would be entitled to them. But I do not believe that the portion of his retirement fund which would normally be paid by the Federal Government—by the taxpayers—should be allowed him. That should be forfeited. That is all that my amendment provides.

Congress enacted such a law in 1954, and it was in effect for 7 years. It was repealed in 1961. This amendment would reinstate the act as of the date of repeal.

The amendment as originally printed referred, as did the act of 1954, to taking the fifth amendment before courts. I have stricken that provision upon the suggestion of the Senator from Illinois. The amendment now deals only with employees or former employees of the Federal Government who take the fifth amendment, rather than testify before a congressional committee.

I hope that the chairman of the committee will accept the amendment. If he will not I ask for the yeas and nays on the amendment.

The yeas and nays were ordered.

Mr. JOHNSTON. Mr. President, I wish to ask the Senator from Delaware a question. How broad is the amendment? Whom would it cover? What kind of cases?

Mr. WILLIAMS of Delaware. It would cover any employee or former employee of the Federal Government who was called before a congressional committee to answer questions concerning his official activities as a public servant if he took the fifth amendment or had taken it since the repeal of the act in 1961.

Mr. JOHNSTON. The fifth amendment, which many persons have invoked, is a part of the Constitution. Would the Senator's amendment be in violation of a person's right under that amendment?

Mr. WILLIAMS of Delaware. I did not hear the Senator's question.

Mr. JOHNSTON. If an employee appeared before a committee and refused to answer some question because to do so might incriminate him—which he would have the right to do under the fifth amendment—would his annuity be taken away from him?

Mr. WILLIAMS of Delaware. If the question were directed to the person's conduct as a public official, yes. Why should it not?

Mr. JOHNSTON. The Senator's amendment would penalize him and might possibly cause him to disclose some knowledge concerning national security. He might be asked to disclose information of that nature, and be penalized unjustly for not doing so.

Mr. WILLIAMS of Delaware. No. The amendment merely provides that if an employee of the U.S. Government wished to invoke the fifth amendment rather than answer proper questions asked him by a congressional committee concern-



ing his conduct as a public official, he would merely forfeit any further right to the contributions so far as the taxpayers' part is concerned. Why should he not forfeit it?

Mr. JOHNSTON. Would we not be taking away from him the annuity on which he had paid, and as to which the Government had entered into a contract with him, because he refused to answer a question and invoked the fifth amendment?

Mr. WILLIAMS of Delaware. That is done in the armed services now. The Senator voted for that. Every Member of the Senate approved it.

Under existing law if one has served in the armed services for 20 years and has established his full eligibility for a pension, and then reenlists, and in the course of his reenlistment is dishonorably discharged, an additional penalty is imposed on him. He loses all the retirement benefits for which he would have been eligible had he not reenlisted. That is the law.

What is wrong with providing the same requirement with respect to civil employees of the Government? Anyone who is affected by the amendment can return the next day and say, "I am willing to talk and answer the questions," and can reinstate himself. He would have complete control with respect to answering the questions.

I am not suggesting that the amendment applies to questions about his outside activities; but certainly an official of the U.S. Government should be required to answer before a congressional committee questions that are asked of him in connection with his official activities. That is all I am proposing. If a penalty is to be suffered he will impose it on himself. If he wishes to remove it he can advise the committee the very next day that he is willing to answer.

Mr. JOHNSTON. But a question of internal security might be involved in his refusal to answer.

Mr. WILLIAMS of Delaware. It could be a question of personal security as far as the law is concerned. So far as the armed services are concerned if a man goes off and gets drunk or creates an incident on the outside, completely nonrelated to the armed services, he may receive a dishonorable discharge and thus will forfeit his pension rights.

Mr. McCLELLAN. Mr. President, will the Senator yield?

Mr. WILLIAMS of Delaware. I yield.

Mr. McCLELLAN. Would the amendment apply to Members of Congress?

Mr. WILLIAMS of Delaware. Yes.

Mr. McCLELLAN. It would apply to Members of the Senate?

Mr. WILLIAMS of Delaware. Yes; to any public official who refused to testify before a committee and took the fifth amendment on the ground that to respond to questions of the committee would incriminate him.

Mr. McCLELLAN. I merely thought that if such a provision were to be included in the bill, it should apply to Members of Congress, as well as to members of the staff and other employees.

Mr. WILLIAMS of Delaware. Oh, yes. It would apply to any officer or employee

of the Government. This question was raised once before.

Mr. President, to avoid any misunderstanding I ask unanimous consent that I may modify my amendment on page 2, after the word "Government" in line 1, to include "or Members of Congress." Then there will be no misunderstanding. I am sure they are already covered, but I ask unanimous consent that the words "Members of Congress" be inserted at that point because we want to be certain they are covered. I thought they were covered, but I want to be certain.

The PRESIDING OFFICER. Is there objection? The Chair hears none, and the amendment is modified accordingly.

Mr. ERVIN. Mr. President, will the Senator yield?

Mr. JOHNSTON. I yield.

Mr. ERVIN. The amendment is clearly unconstitutional under the decision of the Supreme Court in the Slochower case. In that case, a professor of the College of the City of New York was called before the House Committee on Un-American Activities and interrogated concerning his official conduct as a teacher. He took the fifth amendment. An ordinance of the city of New York provided that whenever an employee of the city of New York took the fifth amendment when he was being interrogated about his official conduct, he was automatically discharged.

When that case was brought before the Supreme Court of the United States, the Court ruled that it was unconstitutional to penalize a man for exercising his constitutional right or constitutional privilege not to incriminate himself. That is exactly what the amendment offered by the able and distinguished Senator from Delaware would do. The amendment is a flagrant, brazen violation of the Constitution, as interpreted by the Supreme Court.

Mr. MUNDT. I invite the attention of the Senator from North Carolina to the fact that he is talking about a case involving a teacher in a college in New York appearing before a Government committee. That is not a relevant case to the argument, because we are talking about the right of the Government to deal with its employees and to establish criteria and rules and regulations concerning employee benefits while working for Uncle Sam.

It is about time that Congress did take some action to be sure that those who have important information that the country needs will get it, because our employees of the Government are not permitted to lurk behind the fifth amendment and continue to enjoy all of the benefits that they would have if they were responsive to the needs of the country and gave Congress the information it requires.

We enacted the legislation one time before. It was never ruled unconstitutional by any court. Congress, in a moment of exuberance, or carelessness, or something, repealed it without adequate debate.

I am glad that we have this issue before us again and that we have a roll-

call vote ordered on it. I believe that it is time Congress asserted itself, as to whether it has the right to establish criteria governing employment of those working for it, and if Congress has that right, it has every right in the world to establish whether they will get employment benefits or retirement benefits.

I support the amendment and I hope it will pass overwhelmingly on the rollcall vote.

Mr. ERVIN. Mr. President, will the Senator from South Carolina yield me 30 seconds?

Mr. JOHNSTON. Mr. President, I ask unanimous consent to yield to the Senator from North Carolina for 30 seconds.

The PRESIDING OFFICER. Without objection, the Senator from North Carolina is recognized for 30 seconds.

Mr. ERVIN. I would say to my good friend, the Senator from South Dakota that I have been talking about a case on all fours with the amendment of the Senator from Delaware [Mr. WILLIAMS]. I was talking about a case in which the Supreme Court held that whenever the Government undertakes to penalize a man for exercising rights conferred upon him by the Constitution, the action of the Government is unconstitutional.

Mr. WILLIAMS of Delaware. Mr. President, I yield myself 30 seconds.

The PRESIDING OFFICER. The Senator from Delaware is recognized for 30 seconds.

Mr. WILLIAMS of Delaware. I concur in what the Senator from South Dakota has pointed out, that there is no comparison between these two cases. The case mentioned involves an employee of the State of New York who was directed to come before a committee of Congress.

In this instance, these are employees of the U.S. Government, asked to come before a committee of the Congress. We are dealing here solely with Federal Government operations and nothing else. As I stated before, we passed this legislation in 1954. It stayed on the statute books until 1961. It was not declared unconstitutional—it was repealed by Congress.

Mr. KEATING. Mr. President, will the Senator from Delaware yield for a question?

Mr. WILLIAMS of Delaware. I yield.

Mr. KEATING. Is it not a fact that under the Senator's amendment, if such a person does take the fifth amendment, he can and does get back the amounts which he has paid in to date with whatever interest is allowed?

Mr. WILLIAMS of Delaware. The Government pays a refund, yes.

Mr. KEATING. That is the important distinction between this and the case referred to by the Senator from North Carolina. In that case the man was fired without a refund; in other words, he was penalized. In this case, he is not penalized. He gets back what he has paid in, with interest.

He simply does not thereafter reap further benefits from the taxpayers of the country.



Mr. WILLIAMS of Delaware. The Senator is correct. He can reinstate this on 24 hours' notice by offering to appear before the committee. We have been doing this for years with the armed services. It is the law today. Each member of the armed services has accumulated retirement benefits eligible after 20 years. If he then elects to reenlist for 1 year or 5 years and during the course of that reenlistment he is dishonorably discharged or receives a discharge other than honorable he forfeits all of his privileges and retirement benefits. This is true even though he could have retired prior to a second enlistment and received such benefits. That is the law. There is nothing unusual in this procedure. It has never been declared unconstitutional. It was on the statute books for 7 years. Let us face it—this could be called the Bobby Baker amendment.

Mr. ERVIN. Mr. President, will the Senator from South Carolina yield me another 30 seconds?

Mr. JOHNSTON. I am glad to yield 30 seconds to the Senator from North Carolina.

The PRESIDING OFFICER. The Senator from North Carolina is recognized for 30 seconds.

Mr. ERVIN. This amendment is not only unconstitutional on the grounds I have mentioned, in that it constitutes an attempt to penalize a man for the exercise of his rights under the Constitution but it is also unconstitutional on another ground. The amendment is retroactive to September 1961 and penalizes a man for an act already committed and therefore is in violation of the provisions of the Constitution which prohibits passage of ex post facto laws.

Mr. THURMOND. Mr. President, will the Senator from Delaware yield briefly to me?

Mr. WILLIAMS of Delaware. I yield.

Mr. THURMOND. Mr. President, I intend to vote for the amendment offered by the distinguished senior Senator from Delaware [Mr. WILLIAMS]. This amendment simply provides that any Government employee who claims the privilege against self-incrimination pursuant to the fifth amendment to the Constitution would thereafter be deprived of any retirement benefits due to him from a Government retirement plan. The amendment in no way prohibits a person from invoking the provisions of the fifth amendment.

The provisions of the pending amendment differ from the situation which existed and led to the Supreme Court decision of *Slochower* against the Board of Higher Education of New York City, which was handed down in 1955. In that case, the individual who claimed the fifth amendment before a Senate committee was automatically discharged from his job as professor at Brooklyn College, in New York. A contractual employment relationship existed between the city of New York and the appellant *Slochower*, in that case. However, Mr. President, there is no contractual obligation on the part of Congress to provide retirement benefits. Such benefits are modified from time to time

and may be withdrawn by Congress at will. Under these circumstances, it is clear that Congress may provide for denial of retirement benefits in individual cases upon such grounds as it may determine valid. Under the provisions of the pending amendment, if an individual took refuge in the fifth amendment, he could still retain his position, but he would forfeit his retirement pay; and the amount he had already put in would be returned to him.

It is argued that the retroactive feature of this amendment makes this proposal an ex post facto law. In the 1798 case of *Calder* against *Bull*, the Supreme Court of the United States held that the prohibition against ex post facto laws contained in the Constitution applied only to penal and criminal statutes. This amendment does not make it a crime to invoke the fifth amendment, and, therefore, does not violate the prohibition against ex post facto laws as contained in the Constitution. It is essential to the proper functioning of the Government that it be able to secure from its employees information concerning the performance of their official duties. Refusal by Government employees to disclose pertinent facts and records concerning their official duties constitutes a serious disservice to the Government and the Nation. Employees who do refuse to make such disclosures should by no means be beneficiaries of rewards, over and above their salaries. They should be denied retirement benefits. I strongly support adoption of the Williams amendment.

Mr. METCALF. Mr. President, will the Senator from South Carolina yield to me?

Mr. JOHNSTON. I yield to the Senator from Montana.

Mr. METCALF. Is it the understanding of the Senator from Delaware that this amendment is prospective, or would it be retroactive and apply to a pension which has already been earned?

Mr. WILLIAMS of Delaware. The amendment is both. There is not a single Senator who does not know what the purpose of this amendment is. Let us vote on it accordingly.

Mr. METCALF. Would it not be open to the legal objection that if it were retroactive and applied to pensions already earned, would it not?

Mr. WILLIAMS of Delaware. The amendment provides in this last paragraph that it would not require a refund of any annuities which have been collected prior to the enactment.

It does stop the benefits prospectively, but it does not require retroactive payment back into the Government if a man has retired prior thereto and has drawn in excess of the amount to which he would be entitled. Thus there is no retroactive payment.

It does say that if he takes the fifth amendment that from that time on, from that day forward, he would not be eligible to any further benefits of the taxpayers' money. Congress passed such a bill once; it repealed it in 1961. This would reinstate it, and we all know what the purpose of it is. Let us vote on it.

Mr. METCALF. This would only apply to pensions previously earned after the amendment is adopted?

Mr. WILLIAMS of Delaware. It would apply to all pension privileges.

The PRESIDING OFFICER. The time of the Senator from Delaware has expired.

Mr. CLARK. Mr. President, will the Senator from South Carolina yield to me?

Mr. JOHNSTON. Mr. President, I yield to the Senator from Pennsylvania 3 minutes. It happens that he held hearings on this particular matter in 1961.

The PRESIDING OFFICER. The Senator from Pennsylvania is recognized for 3 minutes.

Mr. CLARK. Mr. President, I hope very strongly that this amendment will be soundly defeated. It is an old chestnut and goes back to the hysteria surrounding the attack on Government employees during the height of the McCarthy scare some 10 years ago when Federal employees were quite literally in fear of their lives or of their jobs or of their pay. It was a time when the name Alger Hiss was bruited about this Chamber and everyone quivered with fear when that name was mentioned, because of the idea that if they did anything that might conceivably support Alger Hiss—who was, it is true, a traitor to his country—they would be damned by guilt by association with the same unfortunate public reputation.

On September 1, 1961, as chairman of the Retirement Subcommittee, it was my good fortune to report a bill dealing with H.R. 6141, proposing to forfeit civilian annuities and military retirement pay.

We made a most comprehensive study of that particular bill and we concluded that it was not in the national interest, that it was probably unconstitutional, that it violated the civil liberties of employees of the United States and in the end, I am happy to say, the report of that committee was upheld by the Senate and the so-called Hiss bill was not passed.

We are now dealing with the spiritual successor of that particular piece of legislation.

The fifth amendment is enshrined as a part of that Constitution. It is not a particularly popular amendment but it is an essential part of the civil liberties of American citizens, determined by our forefathers when they framed the Constitution to be essential to that freedom for which they had fought the war of the Revolution.

This is an effort to whittle away at the sacred right given to all Americans to take their liberties, to speak their piece, and to assert the right against discrimination.

The PRESIDING OFFICER. The time of the Senator from Pennsylvania has expired.

Mr. CLARK. Mr. President, I ask unanimous consent that I may proceed for 1 additional minute.

Mr. JOHNSTON. I yield 1 additional minute to the Senator from Pennsylvania.



The PRESIDING OFFICER. The Senator from Pennsylvania is recognized for 1 additional minute.

Mr. CLARK. If they so felt, the question as to whether they should forfeit their annuities or not would not be decided in advance of the fact. This is a matter that we should leave on an ad hoc basis as to the situation if it should arise at some time. I think this is fundamentally an un-American amendment. I hope it will be defeated.

Mr. CASE. Mr. President, will the Senator from Kansas yield me 2 minutes?

Mr. CARLSON. I yield the Senator from New Jersey 2 minutes.

The PRESIDING OFFICER. The Senator from New Jersey is recognized for 2 minutes.

Mr. CASE. I think there is some question as to whether this may or may not be within the constitutional power so far as it relates to service heretofore rendered and rights already accrued. I do not really have any doubt but that this would not be separable, or that service hereafter rendered and rights for services hereafter rendered would be constitutional.

The Senator from Pennsylvania said that it goes back to Alger Hiss. I suggest that it goes back to at least a generation before that. I remember as a young man in New York when Governor Roosevelt required that public employees who failed to waive immunity before grand juries in regard to their official acts would have to leave the public service. And Jimmy Walker was one of those. And this is how it happened. It is a direct precedent, I think, for the action which we seek to take here.

I do not think it really has anything to do with punishing a person. I think this has to do with the Senate's proper efforts to police itself and its employees. I wish that the Committee on Rules and Administration had exhibited the kind of energy and diligence in the matter still before it—although it claims now to have finished—that the Senator from Delaware [Mr. WILLIAMS] exhibited in regard to giving us the tools with which to do the job.

Mr. SCOTT. Mr. President, will the Senator yield me 2 minutes on the bill?

Mr. CARLSON. I yield 2 minutes to the Senator from Pennsylvania.

Mr. SCOTT. Mr. President, we have been looking backward. There is clear evidence of an effort to confuse the nature of the amendment by talking about Alger Hiss and times long past.

I do not regard this amendment as particularly concerning Alger Hiss, or concerning this body. This is not what this amendment is directed at. Let us bring it out in the open.

This amendment is not directed against those from whom we might seek to recover retroactively nearly as much as it is designed to cover a situation which will no doubt happen in the future—perhaps in the near future.

This amendment, if adopted, would return to Bobby Baker whatever investment he has paid in, with the interest allowed by the Government on the refund. It would make it impossible for Bobby Baker to draw a pension in re-

ward for the disservice which he has rendered to the Senate and to the people of the United States.

If we want to go on record as saying that Bobby Baker is to be rewarded, that Bobby Baker is to be treated as if he had not defied the Senate, and a Senate committee—one of their most trusted employees—if we want to say, "Let us shovel out the Government money to Bobby Baker," we should join the friends of Bobby Baker. But I will not do it. I will support the Williams amendment for the reasons that I stated.

#### MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Hackney, one of its reading clerks, announced that the House had agreed to the following concurrent resolutions, in which it requested the concurrence of the Senate:

H. Con. Res. 321. Concurrent resolution establishing that when the House adjourns on Thursday, July 2, 1964, it stand adjourned until 12 o'clock noon on Monday, July 20, 1964;

H. Con. Res. 322. Concurrent resolution authorizing the Speaker of the House of Representatives and the President pro tempore of the Senate to sign enrolled bills and joint resolutions until July 20, 1964; and

H. Con. Res. 323. Concurrent resolution requesting the President to return the enrolled bill (H.R. 10053) to the House of Representatives, and for other purposes.

#### HOUSE ADJOURNMENT FROM JULY 2 TO JULY 20, 1964—SENATE ADJOURNMENT FROM JULY 10 TO JULY 20, 1964

Mr. MANSFIELD. Mr. President, I ask unanimous consent that the pending business be laid aside temporarily, for not to exceed 2 minutes, probably less.

The PRESIDING OFFICER. Is there objection? The Chair hears no objection. It is so ordered.

Mr. MANSFIELD. I ask that the resolution be read.

The PRESIDING OFFICER. The concurrent resolution will be stated for the information of the Senate.

The LEGISLATIVE CLERK. House Concurrent Resolution 321:

*Resolved by the House of Representatives (the Senate concurring), That when the House adjourns on Thursday, July 2, 1964, it stand adjourned until 12 o'clock noon on Monday, July 20, 1964.*

Mr. MANSFIELD. Mr. President, I send to the desk an amendment which I ask to have stated.

The PRESIDING OFFICER. The amendment will be stated.

The LEGISLATIVE CLERK. At the end of the resolution, it is proposed to add the following resolving clause:

*Resolved further, That when the Senate adjourns on Friday, July 10, 1964, it stand adjourned until 12 o'clock meridian, July 20, 1964.*

Mr. MUNDT. Mr. President, is the resolution subject to amendment?

The PRESIDING OFFICER. The resolution is subject to amendment.

Mr. MUNDT. I do not want to prolong a controversy. But I have an

amendment to suggest if the majority leader would be willing to accept it and make it a part of the resolution. I suggest adding the words, "also the U.S. Senate."

Mr. MANSFIELD. We are included, beginning on the 10th.

Mr. MUNDT. The Senate is covered?

Mr. MANSFIELD. Yes. That is what I wanted to be sure of.

The amendment was agreed to.

The concurrent resolution (H. Con. Res. 321), as amended; was agreed to.

#### AUTHORITY TO SIGN ENROLLED BILLS AND JOINT RESOLUTIONS DURING ADJOURNMENT

Mr. MANSFIELD. Mr. President, I send to the desk another resolution, to make sure that we are not caught short-handed this time.

The PRESIDING OFFICER. The clerk will state the resolution for the information of the Senate.

The LEGISLATIVE CLERK. House Concurrent Resolution 322:

*Resolved by the House of Representatives (the Senate concurring), That notwithstanding any adjournment of the two Houses until July 20, 1964, the Speaker of the House of Representatives and the President pro tempore of the Senate be, and they are hereby, authorized to sign enrolled bills and joint resolutions duly passed by the two Houses and found truly enrolled.*

The PRESIDING OFFICER. Without objection, the concurrent resolution (H. Con. Res. 322) is agreed to.

#### REQUEST TO PRESIDENT FOR RETURN OF ENROLLED BILL (H.R. 10053) TO THE HOUSE.

Mr. MANSFIELD. Mr. President, I ask the Chair to lay before the Senate the next concurrent resolution coming over from the House.

The PRESIDING OFFICER. The clerk will read the concurrent resolution.

The LEGISLATIVE CLERK. House Concurrent Resolution 323:

*The President of the United States is requested to return to the House of Representatives the enrolled bill (H.R. 10053) to amend section 502 of the Merchant Marine Act, 1936, relating to construction differential subsidies. If and when said bill is returned by the President, the action of the Presiding Officers of the two Houses in signing the bill shall be deemed rescinded; and the Clerk of the House is authorized and directed, in the reenrollment of said bill, to make the following correction:*

*Strike out all after the enacting clause and insert in lieu thereof the following: "That the proviso in the second sentence of subsection (b) of section 502 of the Merchant Marine Act, 1936, as amended (46 U.S.C. 1152 (b)), is amended by striking out 'June 30, 1964,' and inserting in lieu thereof 'June 30, 1965,'."*

The PRESIDING OFFICER. Is there objection?

Mr. HOLLAND. I object. It is important and excellent legislation. There may be amendments. We do not have anything in the Record on it.

Mr. MANSFIELD. I withdraw the resolution. We can go back on limited time and attend to that later.



# GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. COOPER. Mr. President, my judgment is that Congress can place a condition upon employees. I believe if some people believe that this will not affect anyone retroactively, they will be disappointed.

Mr. CARLSON. I yield 3 minutes to the Senator from Delaware.

Mr. WILLIAMS of Delaware. Mr. President, Congress has already retroactively taken away the retirement benefits of Alger Hiss. The senior Senator from Pennsylvania did not include a repeal of that proposal in his bill. He exempted it from repeal in the bill in 1961. The provision of the 1954 act had taken away the retirement benefits of Alger Hiss retroactively. No man or court has ruled against it. We have done it once. We can do it again.

The only reason that the law was repealed in 1961 was in my opinion for the sole purpose of making eligible for retirement benefits every crook and scoundrel who has been convicted in court for acceptance of bribes or embezzlement of Government funds under the exposures of the Internal Revenue scandals.

That was the 1954 act, of which I was a cosponsor. It was designed to deny retirement benefits to all crooks and scoundrels who had been found to have accepted bribes in connection with their official activities or who were convicted of the embezzlement of Government funds. Those people were reinstated on Government retirement rolls by the 1961 legislation sponsored by the senior Senator from Pennsylvania [Mr. CLARK].

My amendment here today would reinstate the provision of the 1954 act relating to the fifth amendment. Senators know why it is being done; it is to prevent Bobby Baker from collecting a Government retirement pension of nearly \$10,000 per year while taking the fifth amendment before a congressional committee.

Mr. MONRONEY. Mr. President, will the Senator yield 2 minutes?

Mr. JOHNSTON. Mr. President, I yield 2 minutes to the Senator from Oklahoma.

The PRESIDING OFFICER. The Chair recognizes the Senator from Oklahoma for 2 minutes.

Mr. MONRONEY. Mr. President, the purpose for repealing the act in 1961 was because the act covered every phase of Government. Dozens of cases of letter carriers that were caught in the arms of the law without having been guilty of any crime remotely connected with the faithful performance of their duties as Government employees came to the attention of the committee.

The bill would not affect one man, as the Senator would have us do. It would provide for retroactive punishment. We would not only enact a law covering a case which had already occurred, but

also we would bring into a state of fear, I believe, every one of our nearly 2 million Government employees. They would not be subject to normal prosecution or penalties. They would be subject to a penalty assessed against them for failure to divulge everything they knew in response to a question asked by a congressional committee. The amendment does not even provide that the committee must be a regular committee. It could be an ad hoc committee. It could be a subcommittee. There are many such committees. But every Government employee would be subject to the punishment of discharge from his position.

If it were the decision of the Senate to pass a bill which would effect the cessation of employment of such an employee, I would be wholly in favor of imposing such a penalty of the loss of one's job. I should be perfectly willing to see any law that applies to any one of the 190 million people in this Nation applied to Government employees. But I hardly think that taking away a retirement fund that a letter carrier or someone working in a Government department has acquired through faithful performance is proper legislation. Such an employee has put his money up. He was not putting it in a savings bank; he was buying an insurance policy for his retirement, and that policy was signed by the Government of the United States at the time he bought it.

The PRESIDING OFFICER. The Senator's time has expired.

Mr. MONRONEY. Mr. President, will the Senator yield me 1 additional minute?

Mr. JOHNSTON. I yield the Senator from Oklahoma 1 more minute.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 1 minute.

Mr. MONRONEY. It is now proposed to attach to a pay bill that involves a thousand different items, without 1 minute's hearings before any committee, an amendment of the nature of the one proposed.

I do not believe our committee would be the proper committee to hear the testimony, but the Senator did not even appear before our committee to present his amendment. In less than 30 minutes we are asked to pass on a question that does not involve a job status that an employee would have to forfeit. The amendment would compel him to sacrifice the contract that he had and on which he had been paying. Of course, he would receive back his money with interest.

The PRESIDING OFFICER. The Senator's time has expired.

Mr. MONRONEY. Mr. President, will the Senator yield 1 additional minute?

Mr. JOHNSTON. I yield 1 more minute to the Senator from Oklahoma.

The PRESIDING OFFICER. The Senator from Oklahoma is recognized for 1 minute.

Mr. MONRONEY. Whom would we punish? The full range of Federal law to put him in jail is available if the employee could be convicted before a jury of his peers. Full action can be

taken on that question. But whom would we damage by the amendment? We would damage the wife or the children who would be the beneficiaries of the insurance policy that the employees had bought in good faith.

I am not ready to vote for the amendment of the Senator from Delaware because I do not believe it is in the American tradition.

I respect the statement of my friend the Senator from North Carolina [Mr. ERVIN], who is a great lawyer, that the amendment would be unconstitutional.

I believe the thing to do is to pass the bill, and permit the proper legislative committee to conduct hearings on the proposal. It should not be added, at this late hour, as a rider to the bill, for it would jeopardize the pension and retirement funds that have been created over the years.

The PRESIDING OFFICER. All time has expired.

Mr. CARLSON. Mr. President, I yield 1 minute to the Senator from South Dakota [Mr. MUNDT] on the bill.

Mr. MUNDT. Mr. President, there is not a rural mail carrier who could be brought under the bill unless that rural mail carrier were called before a congressional committee and refused to disclose before that committee some important information he had vital to the hearing, in which case he should not be entitled to the benefits of the pension program.

By the adoption of the Williams amendment, we can at least keep the bill from being labeled as a bill for the relief of Bobby Baker. That is what it adds up to. That is the instant case. We have taken care of his case. The question is, should we perpetuate the benefits of Government service for a man who has refused to come before a congressional committee or should we not? I believe we should not. At the same time, I think we should make clear to other faithless employees of the Federal Government that they will be expected to testify when they are called upon.

I recommend adoption of the Williams amendment.

The PRESIDING OFFICER. The question is on agreeing to the modified amendment of the Senator from Delaware [Mr. WILLIAMS]. On this question all time has expired, the yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Georgia [Mr. TALMADGE] is absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Massachusetts [Mr. KENNEDY], and the Senator from Indiana [Mr. BAYH] are absent because of illness.

I further announce that the Senator from Florida [Mr. SMATHERS] and the Senator from Texas [Mr. YARBOROUGH] are necessarily absent.

I further announce that, if present and voting, the Senator from Texas [Mr. YARBOROUGH] and the Senator from Florida [Mr. SMATHERS] would each vote "nay."



Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. CORTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] and the Senator from Massachusetts [Mr. SALTONSTALL] would each vote "yea."

The result was announced—yeas 38, nays 52, as follows:

[No. 464 Leg.]

#### YEAS—38

|           |               |                |
|-----------|---------------|----------------|
| Alken     | Douglas       | Mundt          |
| Allott    | Eastland      | Pastore        |
| Beall     | Goldwater     | Pearson        |
| Bennett   | Hickenlooper  | Prouty         |
| Boggs     | Javits        | Scott          |
| Byrd, Va. | Jordan, Idaho | Simpson        |
| Carlson   | Keating       | Smith          |
| Case      | Kuchel        | Thurmond       |
| Church    | Lausche       | Tower          |
| Cooper    | McClellan     | Williams, N.J. |
| Curtis    | Mechem        | Williams, Del. |
| Dirksen   | Miller        | Young, N. Dak. |
| Dominick  | Morton        |                |

#### NAYS—52

|              |              |             |
|--------------|--------------|-------------|
| Anderson     | Hill         | Morse       |
| Bartlett     | Holland      | Moss        |
| Bible        | Humphrey     | Muskie      |
| Brewster     | Inouye       | Nelson      |
| Burdick      | Jackson      | Neuberger   |
| Byrd, W. Va. | Johnston     | Pell        |
| Cannon       | Jordan, N.C. | Proxmire    |
| Clark        | Long, Mo.    | Randolph    |
| Dodd         | Long, La.    | Ribicoff    |
| Edmondson    | Magnuson     | Robertson   |
| Ellender     | Mansfield    | Russell     |
| Ervin        | McCarthy     | Sparkman    |
| Fulbright    | McGee        | Stennis     |
| Gore         | McGovern     | Symington   |
| Gruening     | McIntyre     | Walters     |
| Hart         | McNamara     | Young, Ohio |
| Hartke       | Metcalf      |             |
| Hayden       | Monroney     |             |

#### NOT VOTING—10

|        |             |            |
|--------|-------------|------------|
| Bayh   | Hruska      | Talmadge   |
| Cotton | Kennedy     | Yarborough |
| Engle  | Saltonstall |            |
| Fong   | Smathers    |            |

So Mr. WILLIAMS of Delaware's amendment, as modified, was rejected.

Mr. JOHNSTON. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. MONRONEY. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

#### LEGISLATIVE PROGRAM

Mr. DIRKSEN. Mr. President, while the majority leader is in the Chamber, I should like to ask him if he can clarify for the Members of the Senate what the schedule is likely to be starting with Monday, and whether there will be any yea and nay votes, or whether any major items will come up for consideration before the recess on Friday, July 10.

Mr. MANSFIELD. Mr. President, the distinguished minority leader and I have discussed this matter, and we expect appropriation and other bills of worthwhile significance to come up next week. The Senate is not remaining in session until the 10th of July for the fun of it. We intend to conduct business of the Senate. We are very hopeful that there will be legislation available Monday which will be taken up, and very likely there will be some legislation which may cause a little controversy, and therefore raise the possibility of quorum calls and votes.

Mr. KEATING. Mr. President, will the Senator yield?

Mr. MANSFIELD. I yield.

Mr. KEATING. Does the Senator from Montana include in that statement the possibility of votes on Monday?

Mr. MANSFIELD. Yes.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

The PRESIDING OFFICER. The bill is open to further amendment.

Mr. LAUSCHE. Mr. President, I call up my amendment No. 1091.

The PRESIDING OFFICER. The amendment offered by the Senator from Ohio will be stated.

The legislative clerk read the amendment (No. 1091), as follows:

At the end of the bill add the following new section:

"SEC. 502. Section 1(e) of the Civil Service Retirement Act, as amended (5 U.S.C. 2251 (e)) is amended to read as follows:

"(e) The term 'average salary' shall mean the annual rate resulting from averaging over all periods of civilian service used in the computation of an annuity under this Act a Member's or an employee's rates of basic salary in effect during such periods, with each rate weighted by the time it was in effect."

The PRESIDING OFFICER. The Senate will be in order. Senators will take their seats or retire to the cloak-rooms.

Mr. LAUSCHE. Mr. President, during the discussion of the bill mention was made of the adverse impact which the passage of the bill would have on the retirement fund for public employees. It is admitted that the impact would be in the sum of \$1,250 million. The figure is completely separate and apart from the \$550 million cost of the bill by way of increased salaries.

When the Public Employees Retirement Fund was established, it was predicated upon an actuarial structure which was sound.

The amount of the contributions made, respectively, by the Government and by the employees, was adequate to sustain the fund. However, since the establishment of the fund, it has been increasingly weakened by various things which have been done by Congress. I have before me a report of the hearings before the Subcommittee on Retirement of the Committee on Post Office and Civil Service of the Senate. The hearing was conducted on August 14, 1963, and, I believe, on several days thereafter. At the hearing, Mr. Macy, of the Civil Service Commission, testified. He stated that as of the beginning of the fiscal year 1965—that would be the first of July of this year, yesterday—the obligations of the fund would be \$49 billion, the money available would be \$14 billion, and the unfounded liability would be \$35 billion.

May we have order?

The PRESIDING OFFICER. The Senate will be in order.

Mr. LAUSCHE. For the benefit of those who are listening, I should like to have order.

Mr. RUSSELL. Would the bill increase the contributions to the fund?

Mr. LAUSCHE. It would not, but it changes the base upon which the retirement pay is to be calculated.

Mr. RUSSELL. In other words, it increases the amount to be paid out, but does not do anything to replenish the fund. Is that correct?

Mr. LAUSCHE. Yes. The bill would increase the amount that would be paid out, but it would do nothing to finance the increase in the obligation.

Mr. RUSSELL. That is where the billion and some odd dollars that the Senator has referred to is involved.

Mr. LAUSCHE. Yes.

The adoption of the increased pay would impose an added obligation on the fund of \$1,250 million. No increased contributions are provided with which to finance the increased obligations.

Mr. Macy testified that there are several reasons why the fund has become actuarially unsound. He said:

The second factor has been periodic liberalizations which have been made by Congress without payment to cover past service liability. These liberalizations are of four different types: Annuity increases for those already retired, such as those enacted last year. Pay increases for active employment, such as those enacted last year. These pay increases have a future liability impact upon the annuity rate and the annuity fund.

It is thus clear, Mr. President, that as we increase the annuities, and as we increase the pay, and as we bring other persons within the coverage, we increase the burden of the obligations that are put on the fund.

The consequence of these liberalizations, in part, and the failure of the Government to pay its share on a pay-as-you-go basis, have created this shocking situation: \$49 billion of obligations, \$14 billion of money available to pay those obligations, and \$35 billion of unfunded liabilities.

With the passage of the bill the obligations would be increased by \$1,250 million, without any financing of the obligation, as indicated by the Senator from Georgia [Mr. RUSSELL].

Senators might ask me what I propose to do. When the retirement fund was originally established, the actuarial calculation was sound. The formula for establishing the base was that we shall take the average salary of the employee through his whole career. Later that formula was changed, and the formula that was adopted provided that we would take the 5 years of the highest salary in fixing the base. With that formula of 5 highest years, any one of us, at the end of 5 years, would have our lifetime annuity established on the basis of 5 years at \$30,000 without any regard of the former years that we served either at \$22,500 or at \$12,500.

I have made a calculation. Let us assume that I have served 12 years at \$22,500 a year. My annuity pay would be \$6,750 a year or \$562.50 a month. That is on 12 years of service with a salary of \$22,500.

If we raise the salaries to \$30,000, and I have served 12 years, 7 of which was at



\$22,500 and 5 at \$30,000, my retirement pay would be \$9,000 a year, or \$733 a month, that being \$61 a month more.

Under my formula, we would take the average pay received through the 12 years, 7 years at \$22,500, and 5 years at \$30,000, added together, and then establishing what the average wage would be over the 12 years.

Under my formula, the pension would be \$7,187 a year.

To recapitulate, under the existing formula, with a \$22,500 a year salary, the pension is \$562.50 a month. Under the bill if it is passed, without my amendment, it would be \$733 a month. If my amendment were adopted, it would be \$718 a month.

All I ask is that we should not count the 5 highest years, but the average of all the years of employment.

My amendment applies not only to Senators, but also to every employee of the Government. To illustrate further, let us consider the civil service employee who has served 20 years—the first 10 years at \$5,000, the next 5 years at \$8,000, and the last 5 years at \$15,000. His retirement pay under present law is calculated on the \$15,000 a year salary, without regard for his service of 5 years at \$5,000 and 5 years at \$8,000.

In addition, when he began at \$5,000, he paid a premium on the basis of \$5,000. In the next 5 years, at a salary of \$8,000, the premium was based on the \$8,000. In the last 5 years, when he was earning \$15,000, the premium was on the basis of \$15,000. So it can readily be seen that the amount of the contribution made is not adequate to sustain the fund.

I feel very keenly about this. I do so because I think it can be clearly demonstrated that the fund must go into bankruptcy eventually, unless Congress does something to remedy the wrong. I read further from Mr. Macy's statement:

As I have already indicated, in 1965, the fund would be \$14 billion; the unfunded liability, \$35 billion. In 7 years the fund would be \$17 billion; the unfunded liability, \$41 billion. In 1975, the fund would be \$16 billion. In other words, it would have fallen off in that period, and the unfunded liability would have grown to \$49 billion from the present level of \$35 billion.

Mr. Macy goes on to state that by 1990 the fund would be broke. My question is: Can we tolerate that situation? We cannot. We should approach the problem on a realistic, sound economic basis.

It is true that we would expect that the Government eventually would pay the \$35 billion due now and probably the \$49 billion that would be due at a later date; but if and when it does, those amounts will have to be paid out of the taxpayers' money.

Mr. President, how much time have I remaining?

The PRESIDING OFFICER. The Senator from Ohio has 1 minute remaining.

Mr. JOHNSTON. Mr. President, the Senator's amendment would provide that a person who has been with the Government 25 or 30 years, who started at \$1,500 a year, and who is now receiving \$15,000, would have to go back and in-

clude the years during which he was paid \$1,500 and reach a general average of all the years. Is that correct?

Mr. LAUSCHE. That is correct.

Mr. JOHNSTON. Under the retirement system, it has always been the practice that when a person was employed he had to sign for retirement benefits. When he did so, he knew how much he would have to pay into the fund, and he also knew how much the Government would pay in to match his contribution. He signed up in the system with the understanding that his retirement would be based on the average of the 5 highest years' salary. That would be the basis of the computation of his retirement annuity. Is not that true?

Mr. LAUSCHE. That is true; but the Senator's statement demonstrates the fallacy of the law as it is now written.

The Senator admits that the retirement pay of the person who signed up when he was earning \$1,500 a year and subsequently received \$15,000 annually for his last 5 years would be predicated on the 5 years at \$15,000, completely forgetting that for the previous years he was earning \$1,500.

Mr. JOHNSTON. With one proviso: Provided he had been drawing \$15,000 annually for 5 years.

Mr. LAUSCHE. That is correct; but I ask the Senator from South Carolina: What will become of the fund under the formula which he is urging? It is now growing constantly bigger. If the Senator says it is not, then I shall read to him what Mr. Macy said about the subject.

Mr. JOHNSTON. Annually the fund has been growing. It now has approximately \$14.5 billion. Last year it was \$13 billion. We were told years ago what would happen.

The Civil Service Commission takes into consideration all employees and assumes that they will all remain with the Government for the full term. But all employees do not do that. At present, the turnover of Government employees is at the rate of 18 percent each year. When they leave the Government, what do they receive? They receive only the amount of money they contributed. The Federal contribution remains with the fund.

Mr. LAUSCHE. Does the Senator from South Carolina claim that the fund, on the present basis of operation, will not be bankrupt, according to the words of Mr. Macy, in 1990?

Mr. JOHNSTON. Mr. Macy appeared before our committee. The committee has before it a bill to reform the financing of the retirement system that it will report to the Senate. It will be found that when the Government contributes to the fund, the contribution begins to draw interest. The Government borrows from the \$14.5 billion in the fund and pays 3 percent interest, the lowest it pays anywhere in America.

Mr. LAUSCHE. I can only say that I am shocked and cannot believe that a sound argument can be made to justify the horrible condition that exists in the retirement fund. No words can refute the facts. No words can refute what

every actuary will say about the present status of the fund.

If 2 years from now we again increase salaries, we shall further weaken the fund, unless we adopt a formula to provide for the base of annuities being established on the average salary received throughout the years.

I know I have used up my time. I have nothing further to say on the subject. I ask for the yeas and nays on my amendment.

The yeas and nays were ordered.

Mr. JOHNSTON. Mr. President, the only reason why the fund is not sound now is that the Government has failed to pay into it its proper share over the years. If 20, 25, or 30 years ago the Government had made its obligated contributions, the fund would be in sounder condition today.

Mr. CLARK. Mr. President, will the Senator yield for a question?

Mr. JOHNSTON. I yield.

Mr. CLARK. The question may be irrelevant and immaterial; it may also be slightly unethical. But would not the result of the amendment of the Senator from Ohio be to reduce the pension of every Member of this body?

Mr. LAUSCHE. No, it would not. It would not reduce the pension. It would allow the beneficiaries to receive the benefit of an increased pension without having in the past paid in a share of the premium adequate to sustain the fund.

My proposal would be absolutely just. It would be based on the average salary over the whole career of a Senator or of an employee of the Senate.

Mr. CLARK. I did not ask the Senator from Ohio; I asked the Senator from South Carolina.

Mr. JOHNSTON. There are Members of this body who have served 28 or 30 years, when Members' salaries were lower their annuities at retirement age would be reduced substantially by this amendment. They would have to do this down through the years in order to get the \$12,000.

Mr. LAUSCHE. I notice that the Senator from Pennsylvania asked questions only of those who will answer according to his wishes, but that comment might not be agreed with.

The PRESIDING OFFICER (Mr. McGovern in the chair). Does the Senator from South Carolina yield back the remainder of his time?

Mr. MONRONEY. Mr. President, I rise in opposition to the amendment. There have been three versions of the amendment. The first one that came in would have made Members of the Senate exclusive victims of a rather deep cut in their retirement benefits, leaving out the legislative employees and leaving out the Government workers. This amendment was tabled on the opening of debate on the bill. Today, we have a new amendment which applies to the system-wide governmental retirement system. Frankly, I know of no established retirement system by industry, or others, which does not relate retirement pay for years of service which the worker has accumulated under a retirement system to the salary at the time he retires. To do otherwise would be to bring Mem-



bers of the Senate back to the level of the \$7,500 salary, for perhaps a fourth of their service, \$10,000 for another fourth, and then perhaps up to \$22,500. Today Members' salaries on which they pay 7½ percent retirement benefits is \$22,500, contrary to the impression left by my distinguished friend, the Senator from Ohio, which I am sure he did not intend to create.

We pay the 7½ percent not on the \$22,500, when the salary goes up, but on the \$30,000. Those in the other grades would pay on their higher salaries. When we took this up in 1956, in order to be sure that we were not going to put in a lesser amount or too small an amount, we obtained an estimate from the Civil Service Commission as to the proper rate, and took the 5-year average. We were told we had to raise it from 6 to 7½ percent—which we did.

The distinguished Senator from Ohio will find that on November 1, 1956, in order to meet the 5-year average, we raised the assessments to 7½ percent.

By the same token, on Government employees, as their salaries have gone up, the percent has increased from the original rate of 2½ percent per year which was in effect on August 1, 1920, to 3½ percent which became effective on July 1, 1926, to 5 percent which became effective on July 1, 1942, to 6 percent which became effective on July 1, 1948, and to 6½ percent which became effective November 1, 1956.

I have heard it explained time and time again, that the purpose is to let the employee pay half the retirement, in much the same established custom as social security, which was modeled after this program.

The annual payment to the Commission, as civil service retirement, has done better than that, because the employee has paid more than his half. Although there is a deficit in the systemwide reserves on the entire civil service system, it is because the Government—in order to reach such political accommodations as "totaling" budgets in certain years—failed to put up, during those years, the portion that the Civil Service Commission intended, planned, and had under program. Those funds should have been invested. So it has been the Government, and not the employees, that has been shortchanging the fund. The employees have maintained their contributions and have increased their contributions.

To go back now and assent to pulling these men down to a 1920, a 1915, or a 1930 salary base, perhaps one-third of their employable time, and roll them back, rather than meet the salary which today—with inflation and the cost of living—the increase requires, would mean that 1.7 million civil service workers would go back, back, back, and would have their benefits greatly reduced.

I am surprised that the Senator, who has always been a friend of the Government worker, would do this to all Federal employees. If it was the original plan to do this to Senators and Representatives, we could perhaps stand it. It would be unfair—but we could stand it. But I do not believe it is the purpose to

lower salaries back to the cost of living standard before World War II, which was low. But now, to roll them back and figure it in their base, means that the Government has not kept faith by putting its share of the money into the retirement fund.

I believe that this is an unwise amendment which would cause a great deal of distress among Government employees who have calculated for years on the basis of this high, 5-year average.

Now the Senator from Ohio comes in and with one swoop, in 1 day, reverses what he had on the table.

Mr. LAUSCHE. I am not reversing it at all. I have gone the full limit to be fair with all.

I might answer the Senator from Oklahoma by saying that I am the friend of the worker because I wish this fund to be kept sound. Those who are opposing my proposal are urging a course of action which would bankrupt the fund and eventually deprive every worker.

Mr. MONRONEY. The Senator well knows, or should know, that every year the Appropriations Committee is putting back more of the money of the Federal contribution.

Did the Senator from Ohio believe that the old base for the retirement system of Federal employees was going to be the employees contribution?

Mr. LAUSCHE. Never. The initial objective was to have it equally big.

Mr. MONRONEY. But the Government has not carried out its contract.

Mr. LAUSCHE. It certainly has not paid into the fund.

Mr. MONRONEY. That is correct—that is why the fund is in the red.

Mr. LAUSCHE. But today we are going to put upon the Government a new obligation of \$1,250 million, for which there has been no payment into the fund.

Mr. MONRONEY. I do not believe that is going to freeze permanently all salaries in the system. I believe that there will always be a variation. When the worker increases his percentage to 7½ percent, that is about as high as any contributing employee can possibly go. Government workers are now paying 6½ percent. They are carrying their part of the load. If the congressional retirement to which the Senator has referred had been kept on a separate bookkeeping system, the Senator would find that since 1946 the fund collected more from the Members than was paid out.

The annual contribution of Members is \$1,750,000. This does not include service credit, deposits, or voluntary contributions. Annuities paid out annually are \$1,233,333, leaving an annual surplus on a cash basis of \$416,000.

This is the way our congressional retirement system has worked. We do not like to retire early. No Member likes to retire at the earliest possible date in the Senate, nor in the House. So, we find that there are dozens of Members who serve long past the retirement-fund age, and continue to pay into the fund; and when they retire they draw back very much more than what they have been able to put in, without regard to the interest rate.

This amendment, I believe, would work great hardship on our Government employees. It has not been carefully thought out.

Mr. RANDOLPH. Mr. President, will the Senator yield?

Mr. MONRONEY. I yield to the distinguished Senator from West Virginia.

Mr. RANDOLPH. Mr. President, I rise in support of the position so effectively advocated by the Senator from Oklahoma in opposition to the amendment proposed by the Senator from Ohio [Mr. LAUSCHE].

The Federal employee is in no way responsible for the financial difficulties of the civil service retirement and disability fund. Indeed, it is the Federal Government which has created the deficit in this fund. The employee, since the act of origin in 1920, has contributed between 2½ percent, in the beginning, to 6½ percent of his gross salary to the retirement fund. It has been the Government which has failed again and again to contribute adequate funds. The Government made a promise and it has failed to live up to that promise. Do we therefore penalize the loyal Federal employee for Congress failure in breach of contract? I believe not, and I feel that the Members of the Senate will overwhelmingly defeat the pending amendment.

Mr. President, the Senator from Ohio speaks of Members of this Chamber who make \$22,500 a year. I speak in behalf of 378,000 loyal workers in the Post Office Department who carry our mail and who earn a salary of slightly more than \$5,000 a year.

I might be willing to accept the Senator's suggestion if the only persons involved were the Senator from Ohio and myself. We have, however, promised the Federal employees, the overwhelming majority of whom are in the lower grades of the Classification Act and the postal schedule, and it is these people we would hurt. It is these citizens who have earned a retirement based on "high 5" average and multiplied by their years of service.

I can never support a proposal to tell a clerk or stenographer or a letter carrier that after 25 or 30 or 40 years of toil, we will not pay that employee what we promised more than 40 years ago that we would pay.

Mr. MONRONEY. The argument of the Senator from West Virginia is valid. His conviction in this matter is appreciated.

Mr. MORTON. Mr. President, I should like to address a question, through the Senator from Oklahoma, to the Senator from Ohio. Does this apply to those presently on the rolls?

Mr. MONRONEY. I do not believe the amendment is clear.

Mr. MORTON. To those presently on the retirement rolls.

Mr. MONRONEY. The Senator has not provided for reducing those already on pension. It does not say.

Mr. MORTON. The point I wish to make is that a lady retired from my office after 17 years. She is retired now, and her pension is set, based on her highest 5 years of service. I have an-



other employee who expects to retire, perhaps 3 years from now. Will those two employees be treated differently?

Mr. LAUSCHE. As to the one retired, her pay is fixed. It would not affect her at all.

Mr. MORTON. The first one was the beneficiary of the 5 highest years.

Mr. LAUSCHE. Yes—over 5 years.

Mr. MORTON. She received retirement based on the highest 5 years. Should I treat someone differently from one who has worked for me and my predecessor, who has been on Capitol Hill since 1930, and give preferential treatment to someone who has worked for me, say, 15 years?

The PRESIDING OFFICER. All time has now expired.

Mr. LAUSCHE. Let the Chair put the question.

Mr. HUMPHREY. Mr. President, I yield time on the bill to the Senator from Ohio.

Mr. LAUSCHE. Let me read what Macy said:

We find that in 7 years by 1972, the outgo in the form of benefit payments under the retirement act will exceed the income. From that date on, this unfavorable situation continues to add to the fund balance so that in 25 years, by 1990, the retirement fund balance is zero.

I realize, Mr. Chairman, that this appears to be many years ahead, but we feel as the responsible administrators of this fund that we must look that far ahead.

We are going to continue on the way we are going, and run into this situation. Or we are going to meet the problem head on now.

Mr. MORTON. Mr. President, if the Senator from Oklahoma will yield further, let me point out that provided Senators stand up and appropriate what they are supposed to appropriate to this fund, that contingency will not come about. What disturbs me is that someone who retired last year who worked for me or for some other Senator, or anyone on Capitol Hill, would be treated in one way under the amendment of the Senator, and persons who plan to retire in 2 or 3 or 4 years from now, or next year, will be treated in an entirely different way.

Mr. LAUSCHE. Unless we find a remedy, the employee of the Senator who retires after working for 30 years will be in trouble. This employee of the Senator who retires, if she lives for 30 years, will be in trouble. But I do not suppose she will live that long.

Mr. MORTON. That is not because she worked for me.

Mr. MONRONEY. Mr. President, the Senator brought up a very important point. It would not be so effective as to Members of Congress. But, historically the Government employees off Capitol Hill have enjoyed the advantage of having the highest 5-year count for their retirement benefits. Suddenly, the Lausche amendment provides that people who retire subsequently will be subject to a different retirement pay. Those who come along after the passage of this amendment would be cut back to the Senator's example of the \$5,000 a year

clerk and the \$2,000 a year clerk for 5 years. That would affect the average. Perhaps the person would be receiving a salary of \$10,000 or \$15,000 a year when he retired, but he would be entitled to only a third of the pay in the last 5 years that can be credited to his retirement.

I think it is a very cruel system to put into effect. It is very unwise. It is self-defeating.

Mr. HUMPHREY. Mr. President, the retirement system at best does not provide too large an annuity or pension to the pensioner. The pensioners on Government pensions, today, have a very difficult time, in many instances, meeting their expenses. It is very difficult for a person who is nearing \$8,000, \$7,000, \$10,000, or \$6,000 a year—a family person, even if a second person in the family works—to save up anything, except to possibly pay for a home to put Federal employees on two standards, one group whose retirement is based on the average of the last 5 years' earnings, and the other group on a different average would, I say most respectfully, not be proper.

I have not had the experience that the Senator from Ohio has in this matter. But I served on the teachers' retirement fund in my city, the municipal employees' retirement fund and the police and firemen's retirement fund. The only answer is to appropriate the money that we are obliged to appropriate.

What we did in most instances, and what Congress has done; namely, to take out a certain percentage of the worker's pay. Then Congress "takes it on the lam" and does not put up the money. If we do that, of course, the problem will not be solved. The only way to solve it is to have Congress perform its duty and provide its share of the funds.

Mr. MONRONEY. Mr. President, I point out that the amount of raise that the workers will receive, with the 6½ percent that they will be paying in addition, will bring in something like \$32 or \$33 additional to the fund. It will stay in there for many years at 4 percent interest to help pay for this program. But the Government must put up its share, and be fair. To use the Government's failure as an excuse to tear down the amount that the workers will receive in 20 or 30 years, expecting and believing that they would receive it, I think, is a cruel system.

Mr. LAUSCHE. May I have 2 minutes?

The PRESIDING OFFICER. The Senator from Ohio is recognized for 2 minutes.

Mr. LAUSCHE. The Senator from Ohio has pointed out that many annuitants are not in a position to maintain themselves the way they expected when they went on retirement.

I point out that many Members of the Senate are responsible for the plight of the retirees when they raise salaries 32 percent for the Members of the Senate, for judges, for board members, for board chairmen. We will take more and more bread out of the mouths of the annuitants.

Mr. CARLSON. Mr. President, I yield myself 2 minutes.

The PRESIDING OFFICER. The Senator from Kansas is recognized for 2 minutes.

Mr. CARLSON. Mr. President, I associate myself with the remarks just made by the distinguished Senator from Oklahoma [Mr. MONRONEY]. If we want to penalize Federal employees who have served for years in this body, who have served in the Government for years, we should adopt the Lausche amendment.

If a Member of Congress is elected to Congress after 1956, in 6 years he can retire at full benefit, at the highest pay. But a Member who has served for many years, if we adopt the Lausche amendment, would receive much less in retirement. The same system would prevail in our Government.

I do not believe the Senate will adopt the amendment. I admit that Congress has been negligent in preserving this fund. It is our fault.

I have a statement, and instead of reading it, I would like to have it made a part of my remarks at this point.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

Annuity benefits under that system are based on years of service and the highest 5-year average salary. Annuities do not reflect the full effect of pay increases until such increases have been in effect 5 years. However, only about 10 percent of present employees will retire within the next 5 years, so it is apparent that a general increase in pay results in a material increase in the liabilities of the civil service retirement system. The Foreign Service retirement system is also affected, since the pending legislation proposes salary increases for members of that system.

In its budget submission for fiscal year 1965, the Civil Service Commission estimated the unfunded liability of the civil service retirement system at about \$33¼ billion as of June 30, 1964. The Commission estimates that pending pay legislation, if enacted, would increase this liability by \$1¼ billion, raising it to \$35 billion.

I would like to emphasize that the increase of \$1¼ billion is a onetime figure. It is not an annual amount, but is, in effect, an estimate of the present value of all future increases in benefits based on service performed prior to the pay increase. The cost of greater benefits for future service would be met by contributions of employees and their employing agencies, based on the higher salaries.

One of the salient features of the civil service retirement system is the relationship of promised benefits to current pay levels. This is essential if the system is to fulfill its role in the personnel program of the Government. Justified pay increases carry with them justified increases in retirement benefits. The cost involved is a necessary and valid cost of operating the Government.

The effect on the civil service retirement system of the pending pay legislation underscores the need for early consideration of methods to improve the financing of the System. In May 1963, the Commission submitted to Congress a proposal which would accomplish this objective by gradually increasing the contributions made by employing agencies until the growth of the unfunded liability had been arrested.



I support proposed pay increases for officers and employees of the Federal Government because I am fully convinced of their justification and their need. I recognize their effect in necessarily increasing retirement liabilities, and I urge that this issue be squarely met by early adoption of a plan to improve the financing of the civil service retirement system.

Mr. CARLSON. I sincerely hope that the Senate will not be carried away and support the Lausche amendment. I also hope that we, as Members of the Senate, assume our responsibility and adopt the recommendation of the Civil Service Commission, submitted in the report to Congress.

Mr. KEATING. Mr. President, will the Senator yield?

Mr. CARLSON. I yield.

Mr. KEATING. Does the amendment of the Civil Service Retirement Act embodied in the Lausche amendment, apply to all Federal employees, or only legislative?

Mr. CARLSON. It applies to everyone, postal workers, and everyone else.

Mr. ALLOTT. Mr. President, will the Senator yield?

Mr. CARLSON. I yield.

Mr. ALLOTT. I am not on the particular subcommittee of which we are speaking, but I am on the Subcommittee on Independent Offices, of the Appropriations Committee.

I would urge that Senators do not support this amendment. There is much that is available to Congress and the Members of the Senate. When that bill comes up, we can support putting an amount in that bill which will contribute to the fund and make it entire, and make it sound. That is the only logical way to go about it.

Mr. JOHNSTON. Mr. President, the problem has been caused by the Congress of the United States, and by the administration when they failed to pay into the funds—not 1 year, but for many years, they refused to pay money into the fund to match that which was paid in by the employees.

That of course reduced the amount in the fund. That went on for many years. The House and the Senate during the war said that any soldier boy who went into the service would be given credit when he came out of the service on his civil service retirement without paying anything in, even if he were in for 3, 4, or 5 years. And the Government did not pay anything for them, either. One can see that builds a big deficiency in that field.

We have a bill at the present time, and we are making a study of it in the committee. It is recommended by the administration, and by the Civil Service Commission. It is expected to take care of the situation that we find ourselves in, as far as that is concerned. But the amendment which is pending before us at the present time is not equitable. It treats the people who have been in service many, many years unfairly. I hope it is voted down. I wish to submit this statement with respect to the bill, and I ask unanimous consent to have it printed at this point in the RECORD.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

Federal salary legislation has a direct effect upon the financial condition of the civil service retirement fund. Retirement annuities of Federal employees are computed on the basis of the employee's average salary over 5 years of employment at the highest salary he earns during his career. We call this the "high five" average. Naturally, increasing salaries automatically increases the "high five" average. In crediting the employee for past service at the time of retirement, the system gives the employee a benefit a certain portion of which he has not paid for.

As the Senate may know, the Post Office and Civil Service Committee is presently considering legislation to improve permanently the financial condition of the fund. I am hopeful that favorable action will be taken on this legislation during this session of Congress. The deficit of the fund is caused by the Government's failure to contribute adequate funds in the past. Until the Retirement Act of 1956, a systematic method of agency contribution did not exist. The result has been a continuously growing unfunded liability.

This pay bill will add to that liability, but at the same time additional money will come into the fund because of the systematic contribution by both the agencies and the employees at the new, higher salary rates. When the Senate has an opportunity to act upon S. 1562, the funding legislation, a permanent method for improving the financial condition of the fund will be established.

The PRESIDING OFFICER. All time on the amendment has expired. The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. FULBRIGHT (when his name was called). On this vote, I have a pair with the senior Senator from Louisiana [Mr. ELLENDER]. If he were present and voting he would vote "yea." If I were at liberty to vote, I would vote "nay." Therefore I withhold my vote.

The rollcall was concluded.

Mr. HUMPHREY. I announce that the Senator from Virginia [Mr. BYRD], the Senator from Louisiana [Mr. ELLENDER], the Senator from Michigan [Mr. HART], and the Senator from Georgia [Mr. TALMADGE] are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that the Senator from Texas [Mr. YARBOROUGH] and the Senator from Florida [Mr. SMATHERS] are necessarily absent.

I further announce that, if present and voting the Senator from Texas [Mr. YARBOROUGH] and the Senator from Florida [Mr. SMATHERS] would each vote "nay."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. COTTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

The Senator from Arizona [Mr. GOLDWATER] is detained on official business.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] and the Senator from Massachusetts [Mr. SALTONSTALL] would each vote "nay."

The result was announced—yeas 6, nays 79, as follows:

[No. 465 Leg.]

#### YEAS—6

|                 |                    |                           |
|-----------------|--------------------|---------------------------|
| Douglas<br>Gore | Lausche<br>Russell | Walters<br>Williams, Del. |
|-----------------|--------------------|---------------------------|

#### NAYS—79

|              |               |                |
|--------------|---------------|----------------|
| Alken        | Hickenlooper  | Morton         |
| Allott       | Hill          | Moss           |
| Anderson     | Holland       | Mundt          |
| Bartlett     | Humphrey      | Muskie         |
| Beall        | Inouye        | Nelson         |
| Bennett      | Jackson       | Neuberger      |
| Bible        | Javits        | Pastore        |
| Boggs        | Johnston      | Pearson        |
| Brewster     | Jordan, N.C.  | Pell           |
| Burdick      | Jordan, Idaho | Prouty         |
| Byrd, W. Va. | Keating       | Proxmire       |
| Cannon       | Kuchel        | Randolph       |
| Carlson      | Long, Mo.     | Ribicoff       |
| Case         | Long, La.     | Robertson      |
| Church       | Magnuson      | Scott          |
| Clark        | Mansfield     | Simpson        |
| Cooper       | McCarthy      | Smith          |
| Curtis       | McClellan     | Sparkman       |
| Dirksen      | McGee         | Stennis        |
| Dodd         | McGovern      | Symington      |
| Dominick     | McIntyre      | Thurmond       |
| Eastland     | McNamara      | Tower          |
| Edmondson    | Mecham        | Williams, N.J. |
| Ervin        | Metcalf       | Young, N. Dak. |
| Gruening     | Miller        | Young, Ohio    |
| Hartke       | Monroney      |                |
| Hayden       | Morse         |                |

#### NOT VOTING—15

|           |           |             |
|-----------|-----------|-------------|
| Bayh      | Fong      | Kennedy     |
| Byrd, Va. | Fulbright | Saltonstall |
| Cotton    | Goldwater | Smathers    |
| Ellender  | Hart      | Talmadge    |
| Engle     | Hruska    | Yarborough  |

So Mr. LAUSCHE's amendment was rejected.

Mr. JOHNSTON. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. PASTORE. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

Mr. MUNDT. I have an amendment which I send to the desk and ask to have read.

The PRESIDING OFFICER. The amendment offered by the Senator from South Dakota will be stated.

The legislative clerk read the amendment, as follows:

On page 110, beginning with line 12, strike out through line 20 on page 111, as follows:

"(e) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

"(1) by striking out '\$8,880' where it first appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,'; and

"(2) by striking out '\$8,880' at the second place where it appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended'.

"(f) (1) This subsection is enacted as an exercise of the rulemaking power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

"(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

"(A) by striking out '\$8,880' where it first appears in such clause and inserting in lieu



thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,'; and

"(B) by striking out '\$8,880' at the second place where it appears in such clause and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.'"

Redesignate subsections (g) to (k) as (e) to (i), inclusive.

Mr. MUNDT. Mr. President, if I may have the attention of Members of the Senate and of the committee, I hope Senators may reach an agreement on this amendment without necessitating a rollcall. I speak as one who served for many years as a member of the Legislative Subcommittee of the Committee on Appropriations, where, largely under the guidance, recently of the Senator from Rhode Island [Mr. PASTORE], but before that of Senator Styles Bridges and the Senator from Massachusetts [Mr. SALTONSTALL], we worked for a long time in an effort to try to bring about an equitable relationship between the salaries paid employees of the House and those paid employees of the Senate.

Great progress has been made. Many sources of irritation have been eliminated.

For some strange reason, the bill now before the Senate raises those same sources of aggravation and irritation again, because, as will be noticed on page 17 of the committee report, in dealing with employees of the House of Representatives, a new maximum rate is established of \$24,500. On the next page, dealing with the identical employees in the Senate, the new maximum rate is established of \$22,945.

I am not arguing particularly whether the greater or the lesser amount is the logical one, but it will create nothing but unhappiness to have one rate established for House staff members and another rate for Senate staff members.

Personally, I am inclined to believe that the lower of the two rates would be the better decision in this instance, because it would keep them, percentage-wise, in conformity with the increase of pay of Government employees generally; but whether the higher or the lower rate is fixed, it should be the same for both Houses.

My amendment would have the impact of cutting back the maximum House increase to the extent of the increase for Senate employees, and would put the matter in conference. The conference could either accept the Senate version or the House version, or a figure in between. The two certainly should be the same, to eliminate irritation and aggravation.

Mr. MONRONEY. Mr. President, will the Senator yield?

Mr. MUNDT. I yield.

Mr. MONRONEY. As the Senator well knows, having served on the Appropriations Subcommittee, the bills come over to the Senate without any figures for the Senate, after the House figures are fixed. The same is true in this bill. The bill came over with figures for the House employees which the House chose to put into the bill.

The committee went over the figures and came to the conclusion that the \$24,500 top limitation provided for the House employees was too much. We felt it would be much better to have the lower figure.

Mr. MUNDT. And which the Senate has provided for Senate employees.

Mr. MONRONEY. That is correct. However, we are not in a position to tell the House what it should do. We would only aggravate the Members of the House if the Senate told them what they should pay their top clerks or committee staff members. It so happens that their chief secretaries, who correspond to administrative assistants on the Senate side, receive lower pay. So there will always be that difference.

As a matter of comity, it would be well for the Senate not to try to tell the House what it should pay its employees. I hope it will take the cue from the Senate and adjust the figure downward.

Mr. MUNDT. There is quite a difference between adjudicating what the legislative subcommittee does, in which the Senate ought not to undertake to adjust what the House has done or try to interfere with the House functions, and fixing the rates under a law at two different levels, because the latter method would create an irritating and aggravating situation.

If my amendment were adopted, the Senate and the House conferees could arrive at either of the two figures or a figure in between.

To adopt the House language would not put the matter in conference without my amendment. There would be nothing to discuss. In effect, the pay scale for the House employees would be fixed at a different scale than for the Senate employees.

Mr. PASTORE. Mr. President, will the Senator yield?

Mr. MUNDT. I yield.

Mr. PASTORE. There is much to be said for what the Senator from South Dakota has said as well as for what the Senator from Oklahoma has said. Traditionally the House has set the salaries of its own employees and the Senate has not interfered with it. But here the House has sent the Senate a bill in which the Senate has chosen to cut the top Senate salaries without the House having cut the top House salaries.

I see no great disturbance if the House salaries were cut down to the level of the Senate salaries. If there were an insistence on that level, the conferees could agree to it, or could come to another agreement. I see no great disturbance inasmuch as the Senate has taken unto itself to provide cuts for comparable positions.

Mr. MUNDT. I appreciate what the Senator has said. May I say to my peacefully inclined friends in the Senate that there is no way to stop the disturbance, because this matter will come back to plague us. If we let it remain as is, it is going to cause all sorts of irritation. I think we should face the issue now, accept the amendment, take it to conference, and work out something that is not inimical to all concerned, rather than not act and let the matter

come back to plague us and create embarrassment and irritation.

Mr. JOHNSTON. Mr. President, I shall be glad to take this amendment to conference, but, having been in many conferences, I point out that the House Members are very touchy and sensitive. Senators know that. I cannot promise what the result will be, but I shall be glad to take it to conference.

Mr. KEATING. Mr. President, in light of the action taken by the Senator from South Carolina, I have nothing to add. I think this difference should be in conference in some way. The difference should not exist. It is my hope that something can be arrived at, either at the higher or lower figure, or something in between, which will make the two scales comparable.

Mr. JOHNSTON. There should not be any difference between the two kinds of positions.

Mr. JAVITS. Mr. President, I appreciate very much the service the Senator from South Dakota [Mr. MUNDT] has performed in raising the question, and the Senator from South Carolina in accepting the amendment. I hope heed will be taken of what the Senator from Oklahoma [Mr. MONRONEY] has said. We hope the House will take the cue. However, nothing could be done about it at this time, unless, as the Senator from South Dakota [Mr. MUNDT] has pointed out, an opportunity were given to do something about it by amending the provision in some way so that the matter can be considered further in conference. I think it is fair that it be done. I am grateful to both Senators for having made this possible.

The PRESIDING OFFICER. Do Senators yield back the remainder of their time?

Mr. MUNDT. I appreciate the action of the Senator from South Carolina. I believe it was a wise decision to bring the matter to a head. As the author of the amendment I express the hope that the conferees on the part of the Senate will be able to induce the House to accept this pro rata increase, so that we can continue the matter on an equitable basis. I hope the conferees will not discontinue their negotiations until such time as there has been an equalization and a parity of relationship established between salaries of employees of both bodies.

Mr. CARLSON. Mr. President, I had prepared a statement on this subject. I ask unanimous consent that it may be printed in the RECORD at this point.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

#### STATEMENT BY SENATOR CARLSON

There is one other point I would like to mention. That is the variation between pay for House committee staff members and the Senate committee staff members.

A House committee, under the current law has only one base pay for House committee employees. That base pay is \$8,880, and is not mandatory.

The language in the new House bill, H.R. 11049, lifted that base and permits the chairman of a House committee to set committee salaries not to exceed a gross of \$24,500.

In the Senate, under the current law, the base pay is for one committee employee at



\$8,880, two committee employees at \$8,460, three committee employees at \$8,040.

The top base pay in a Senator's office for his staff is the same as the top base pay on a Senate committee, \$8,880—also, the other employees in a Senator's office are set up on a base pay schedule.

In reporting H.R. 11049, the Senate committee used the same formula for pay increases as did the House committee. But, since the House committee had only a base of \$8,880, under previous legislation, the House language of the bill lifted that pay and permits a committee chairman to pay a gross salary not to exceed \$24,500 for committee staff employees. Where a base pay structure is used, that gross salary would require a base pay of about \$9,475.

Since the Senate employees are paid on a base salary, the entire Senate pay structure would have needed to be revised.

The Senate committee, therefore, chose to use the House formula but, did not change the base pay schedule—this means that the top employee on a House committee might draw more gross pay than the top employee on a Senate committee, or a top employee in a Senator's office. That is because the base pay—the top—of \$8,880, under the formula used gives a gross salary of \$22,945.

I would not want to infringe upon the privilege of the House to set up its own pay structure. However, it does seem to me that these pay structures should be brought closer together even if the Senate pay structure of base pay were necessarily revised.

Mr. MUNDT. Mr. President, I yield back the remainder of my time.

Mr. JOHNSTON. I yield back the remainder of my time.

The PRESIDING OFFICER. All time for debate has been yielded back or has expired. The question is on agreeing to the amendment offered by the Senator from South Dakota.

The amendment was agreed to.

Mr. ALLOTT. Mr. President, I send an amendment to the desk and ask that it be read.

The PRESIDING OFFICER. The clerk will read the amendment.

The CHIEF CLERK. On page 164, line 10, it is proposed to strike out "\$43,000," and insert in lieu thereof "\$38,000"; on line 11, it is proposed to strike out "\$42,500," and insert in lieu thereof "\$37,500."

Mr. ALLOTT. Mr. President, for the benefit of Senators, I am prepared to make a reasonably short statement, with the hope that the Senate can vote on the amendment shortly. There is nothing complicated about the amendment. It is merely an attempt to bring into some semblance of equity a situation of inequity which has existed for some time; namely, the inequity between the salaries of members of the Supreme Court and the salaries of the Members of Congress and members of the Cabinet.

As we all know, at the present time the salary of Associate Justices of the Supreme Court is \$35,000 and of the Chief Justice \$35,500. Both the Senate committee and the House committee have proposed to raise these salaries to \$42,500 for Associate Justices and to \$43,000 for the Chief Justice. The next highest judicial salaries are for the Court of Appeals, which are boosted to \$33,000.

This body has resorted to more self-

flagellation in the last few days than I have heard in a long time. I am not proud of the things which have happened in the past few months, and which have brought so much discredit upon this body. I do not believe that Members of the Senate have brought that discredit upon themselves. Therefore, I shall not discredit myself or Members of the Senate with respect to the service we render, and demean ourselves with respect to the Supreme Court. Neither do I offer the amendment in the spirit of criticism of the decisions of the Supreme Court.

I have always thought, and I think now, that the difference between the \$22,500 and the \$35,000 salary is out of all proportion to the services rendered, the intelligence required, the skill required, and the responsibility that Members of Congress must assume every day and that the members of the Supreme Court must assume.

I do not concede that they bear a greater responsibility. I do not concede that it requires a higher sense of integrity. I do not concede that they have to work harder. None of these things is true.

Mr. COOPER. Mr. President, may we have order?

The PRESIDING OFFICER. The Senate will be in order.

Mr. ALLOTT. What I propose is an increase of \$2,500 for the Justices of the Supreme Court, which would still leave them a salary \$7,500 higher than a Member of Congress receives.

There is a reluctance upon the part of Senators to discuss where they actually come out in their salary. I point out two or three things. First, there is not a Member of the Senate who makes as much as his administrative assistant. If there is, I should like to have him stand and tell me that he does. We are involved in trips home, political responsibility, entertainment of constituents, and a thousand other items. We are constantly pressed to make donations to this and contributions to that. It becomes a very great burden.

The Supreme Court is exempt from most of these things. The Justices do not have to maintain two homes. They do not have to make trips back home. They sit here in a home of their own, and they do not bear the expenses that we must bear every day.

It would appear now that our salary has been raised to \$30,000. However, I will wager that there is not a Member of the Senate who will have 50 percent of that left for himself to live on, when everything is toted up.

That is not the case with members of the Supreme Court. They are here for life. Seven and a half percent of our salary goes into the retirement fund, and we earn it. We get what we have earned of that 7½ percent at the time the good people of our State decide to retire us or we retire ourselves.

With the Supreme Court it is different altogether. They have life tenure, and their salaries continue completely until they die. They contribute not 1 cent to a pension fund.

Therefore, the compensation of the members of the Supreme Court is far

above that of a Senator, even if the salary of the Senator is fixed at \$30,000.

I have not sought to slap them in the face, or anything of that sort. I am trying to bring some semblance of equity into the situation between the salaries, to reflect in the minds of the people of this country, to some extent, the responsibilities which we bear. We have an opportunity to indicate how Senators feel about the importance of their jobs. Apparently we have fixed the salaries of Senators. I think we should fix the salaries of the Supreme Court Justices in the same way.

Does the Senator from Rhode Island wish some time?

Mr. PASTORE. No. I merely held up my two fingers. It was not a sign of victory but to show that we must maintain two homes.

Mr. ALLOTT. Mr. President, I yield 2 minutes to the Senator from Texas.

Mr. TOWER. Mr. President, I thank the Senator from Colorado for offering his amendment, which I think should be adopted. It should be remembered that the Congress is a coordinate branch in our tripartite system of government with the Supreme Court of the United States. It should be further noted that Members of Congress are responsible to the people they serve. They are elected by those people, and are accountable to them. The Supreme Court is not. It should be further noted that since the Supreme Court seems to reason it should legislate and amend the Constitution, perhaps members of the Supreme Court should receive a salary no higher than that received by the legislators.

Mr. ALLOTT. I ask for the yeas and nays on the amendment.

The yeas and nays were ordered.

Mr. MONRONEY. Mr. President, I oppose the amendment. It is, of course, difficult to try to appraise the proper salaries for all the members of the executive department or all the members of the Supreme Court, and the other parts of the judiciary. The committee spent much time trying to determine what it believed was fair and equitable in the light of the responsibilities, the importance, and the constitutional duties of the three branches of the Government.

We are likely to err in many ways; but I hardly feel that this is the time to downgrade the Supreme Court by bringing the salaries which are proposed in the bill—\$42,500 for the members and \$43,000 for the Chief Justice—below that level. What is proposed in the bill is a simple addition of a \$7,500 stepup, such as Congress is about to vote itself to the \$30,000 figure.

I think the most controlling point that led to the \$30,000 figure is that the salaries of Members of Congress is about on a level with those of U.S. district judges. Our salaries have traditionally been compared with the salaries of district judges.

As the Senator from Colorado has said, the salaries of district judges will become \$30,000, as will the congressional salaries. The salaries of circuit judges will be \$33,000. These increases are stepups toward the salaries of members of the Supreme Court, which is the highest court of all.



The Supreme Court is composed of only nine members. The increase does not involve a great impact on the budget. I feel that with the great volume of work and the very important function of the Supreme Court, whether we always agree with their opinions or not, the members of the Court are entitled to the salary proposed in the bill—\$42,500 for the members and \$43,000 for the Chief Justice.

As we have said countless times, we are not applying the salary to the man. The salary goes with the position. We hope that by paying an adequate salary, we will continue to draw the very best persons to all branches of the Government—the executive, the legislative, and the judicial.

I believe that the alignment of salaries of judges, as we have provided in the bill, is right and proper. I would dislike to see those salaries changed at this time without any further justification than has been made.

Mr. ALLOTT. Mr. President, I shall be brief and shall yield back the remainder of my time when I have concluded.

I appreciate the remarks of the Senator from Oklahoma. I know they are made in all good faith.

The Supreme Court is now in recess and will be in recess until October. That tells a good story in itself.

So far as concerns the ability that is required for positions on the Supreme Court, I can think of at least two dozen Members of the Senate who, I am sure, would grace the Supreme Court and would even add luster to it. So, while it may be invidious to compare abilities, I say that there are Members of the Senate who could and would be a credit to the Supreme Court.

I cannot understand the argument that the salaries of Supreme Court Justices should be raised \$10,000 over the salaries of members of the courts of appeals. That is unreasonable. Let Senators try to reason it out with their constituents when they return home. Let them try to reason with their constituents the payment of \$43,000 a year to Supreme Court Justices, when all they have to do is stay in Washington the entire year round, and take a vacation every summer.

Three branches of our Government are established by the Constitution. One is the executive, at the other end of the avenue. Another is this body. The third branch is the judiciary. The Lord willing, not one of those branches will ever dominate this Government. They are coequal. There is nothing that indicates that the Supreme Court is of greater importance or is worth more than the Members of this branch of the Government or the members of the executive branch. We need to remember that they are equal, and that if we provide salaries of \$37,500 for the Justices and \$38,000 for the Chief Justice, we shall be more than evidencing our generosity and more than evidencing the fact that we are a coequal branch of the Government.

Mr. ERVIN. Mr. President, will the Senator yield?

Mr. ALLOTT. I yield 3 minutes to the distinguished Senator from North Carolina.

Mr. ERVIN. Mr. President, I urge the adoption of the amendment offered by the Senator from Colorado. Congress puts itself on a lower plane than it ought to be on when it makes so great a difference between the salaries of Senators and Representatives and the salaries of members of the Supreme Court. The members of the Supreme Court have a vacation of about 3 months a year. If a Senator has a vacation, I have never found out when it comes.

I have served as a member of an appellate court. I appreciate the importance of the work of such courts. But Members of the Senate and House have to work all the time. They have campaign expenses. The members of the Supreme Court never run for office; they hold their offices for life. Automobiles are furnished them at the expense of the Government. They pay nothing toward their retirement; and they can retire at full pay at the age of 70. It is my understanding that they pay nothing toward the retirement benefits for their wives.

Mr. MONRONEY. Mr. President, will the Senator yield?

Mr. ERVIN. I yield.

Mr. MONRONEY. The members of the Supreme Court do pay for the retirement benefits of their wives, but not for themselves.

Mr. ERVIN. I thank the Senator from Oklahoma. While they make contributions for the retirement benefits of their wives, they make none for themselves. They can retire at full pay at age 70 without making a single contribution toward their own retirement. Congress places itself on a plane lower than it should be when it makes such great discrepancies between the emoluments of its Members and those of members of the Supreme Court. It is likewise unwise to make such differentials between the pay of members of the courts of appeals and the district courts and the pay of the members of the highest court of the land.

Mr. SYMINGTON. Mr. President, will the Senator from Oklahoma yield me 3 minutes?

Mr. MONRONEY. I yield 3 minutes to the distinguished Senator from Missouri.

#### GEN. WILLIAM F. MCKEE

Mr. SYMINGTON. Mr. President, last Tuesday the able Senator from Washington [Mr. JACKSON] paid tribute to a distinguished American, Gen. William Fulton McKee, Vice Chief of Staff of the Air Force, who will retire July 31, 1964.

I was not here at that time, and want to take this occasion to add a word of appreciation for the many years General McKee devoted to the service of his country. Beginning with graduations from West Point and the Coast Artillery School, the general's 35-year career is marked by an outstanding degree of competence, integrity, and loyalty.

During my days with the Air Force, General McKee was of invaluable assistance. His ability to analyze and solve problems and to work out solutions

which saved the Government money, with fewer man-hours, impressed us time and time again.

The country has been fortunate to be the beneficiary of this man's many talents. It is a privilege to take this opportunity to express deep appreciation for all he has done for his country, and to wish him and his gracious wife the best of everything in his retirement.

#### LOUIS B. MCGEE

Mr. SYMINGTON. Mr. President, a few days ago the people of Missouri lost one of their outstanding citizens—Louis B. McGee.

Louis McGee probably had as many friends as anyone in my State. This was because of his warm and delightful personality; and also because of the effective manner in which he worked for the betterment of the people of his community, his State, and the Nation.

I ask unanimous consent that there be printed at this point in the RECORD an article and an editorial published in the Kansas City Times, the latter entitled "Louis B. McGee."

There being no objection, the article and editorial were ordered to be printed in the RECORD, as follows:

[From the Kansas City (Mo.) Times, June 15, 1964]

**LOUIS B. MCGEE, 62, IS DEAD IN ARIZONA—INSURANCE MAN AND DEMOCRATIC LEADER APPARENTLY HAD HEART ATTACK—ACTIVE IN MANY FIELDS—HE WAS KNOWN AS A PARTY FUNDRAISER AND BOOSTER OF ROCKHURST COLLEGE**

Louis B. McGee, insurance executive and civic and Democratic political leader, died yesterday in Scottsdale, Ariz. He was 62.

He apparently suffered a heart attack during the morning while resting in his room at the Mountain Shadows resort.

When Mr. McGee did not appear for a luncheon date with Frederick G. Betts, a former Kansas Citian, Betts went to McGee's room and found the body on the bed.

#### A HEART VICTIM

Mr. McGee had been in Arizona about 6 weeks. He had been afflicted with arthritis in recent years and had suffered heart attacks previously.

Mr. McGee was a partner in the firm of Thomas McGee & Sons and was treasurer and a director of the Old American Insurance Co.

He was born in San Francisco in 1902. His father, Thomas McGee, established the insurance firm in Kansas City in 1910. Thomas McGee died in 1953.

As a business leader in Kansas City, Louis McGee served in many civic organizations, served the Catholic Church in various capacities and was a nationally active member of the Democratic Party.

Of his service to the city, Former Mayor H. Roe Bartle said last night:

"Kansas City and the State of Missouri have lost a real participating citizen of the highest order. Louis McGee always had a progressive spirit and a willingness to work for the city in many, many activities. He was an effective leader who did not want credit for the work he did."

#### CITED AS A BUILDER

"He was a strengthening force in our program of international relations and trade with Latin America. Kansas City has lost one of its real builders."

An alumnus of Rockhurst College, McGee was presented the institution's pro meritis



award in 1960. He was cited as "a rare man who can organize as well as execute. He has given time and again of his energy and experience for worthy projects."

Mr. McGee served as chairman of the Rockhurst board of regents from 1957 to 1959 and later was chairman of the community relations committee of the board.

#### CITED AS A GIVER

He was a past president of the Council of Catholic Men, a member of the advisory board of St. Mary's Hospital, and a contributor to numerous charities and organizations.

In the Democratic Party he served as a fund raiser and promotional worker for party events. He was active in the Adlai Stevenson presidential campaigns and was a friend of Stevenson. On the county level he worked with all factions of the party.

Mr. McGee was a bachelor who each year was host for a reunion of the McGee family. At an Easter reunion this year 158 members of the clan gathered at the Old American Building at Volker Boulevard and Oak Street.

In World War II he served in the Coast Guard from 1942 to 1945.

He was a Knight of St. Gregory, appointed in 1948 by Pope Pius XII.

#### A HOSPITAL DIRECTOR

He served as finance officer of the department of Missouri of the American Legion from 1945 to 1949, was a member of the downtown committee of the chamber of commerce, of the White House Committee on Education Beyond the High School Level, was a past president of the Armed Forces Council, and a director of the Kansas City General Hospital and Medical Center.

He was vice president of the Kansas City Commission for International Relations and Trade, a member of the board of governors of the American Royal, the committee for study of higher education of the State of Missouri, the capital improvements commission of Jackson County, the Kansas City Club, and the Carriage Club.

Mr. McGee lived at 5049 Wornall Road.

Surviving are two brothers, Joseph J. McGee, Sr., 5405 Wornall, and Frank McGee, 635 West Meyer Boulevard, and three sisters, Mrs. Catherine M. Soden, 6848 Cherry; Mrs. Jerome J. Burke, 433 West 69th; and Mrs. John R. Lillis, 4545 Rockhill Road, and 21 nieces and nephews.

[From the Kansas City (Mo.) Times, June 16, 1964]

#### LOUIS B. MCGEE

To walk with Louis B. McGee through a hotel lobby in downtown Kansas City was a heartwarming experience. It also involved slow progress because Louis McGee, the friendliest of men, knew so many people. He had to pause and chat with everyone he recognized. Always he had a quip or a story. For strangers there would be a big smile.

But his affable manner was only one part of Louis McGee's makeup. He was a constructive, effective civic leader. "Let's get it done" and "Why wait?" were his usual quick responses when someone spoke of problems obstructing a goal. Being imaginative and progressive, Louis McGee usually could see a way to overcome the problems. He could persuade people to work together and like it.

Kansas City business knew Louis McGee as a partner in the large McGee insurance interests founded by his father, the late Thomas McGee. Louis McGee was the company's public contact man and there was none more astute. But he spent as much or more time on widely ranging civic interests as he did on his business career. Louis McGee developed a great zest for politics. His keen mind became a factor in the strategy and financing of the Democratic Party.

Mr. McGee was an outstanding lay leader of the Catholic Church. Rockhurst College

was a special interest. He served that Jesuit institution as chairman of the board of regents and as the driving force in numerous college projects. A bachelor, Louis McGee was devoted to the numerous clan McGee and delighted in the family reunions he personally organized.

Louis B. McGee spent the last third of his 62 years in physical suffering. But he was never known to complain. Prolonged illness never made a dent in his courage or his energy. Louis McGee, fine and generous-spirited citizen that he was, accomplished a great deal for Kansas City.

Mr. SYMINGTON. Mr. President, when the editorial says "Louis McGee, fine and generous-spirited citizen that he was, accomplished a great deal for Kansas City," that is only too true.

Louis McGee was the kind of citizen who can never be replaced—his personal charm, his gracious manner, his consistent effectiveness when it came to carrying out constructive community plans and programs.

In that connection, I ask unanimous consent also that a memorial broadcast from Station KCMO in Kansas City be printed at this point in the RECORD.

There being no objection, the memorial broadcast was ordered to be printed in the RECORD, as follows:

#### LOUIS B. MCGEE

Missouri and Kansas City will be a long time recovering from the loss of Citizen Louis B. McGee. He was a natural. Everything held unusual interest to the personable insurance executive, and it was his exceptional interest in the world around him that must have led McGee into the multitude of State and community activities where his image became a permanent impression. Few men have such a rare ability to give outstanding service to so wide a variety of activities. Louis McGee was equally effective in veterans affairs as in top-level business activities or within his church. Although he held no public office, he was the kind of man whose interest in people could easily have been a dominant force in government. Instead of seeking office, McGee turned his tremendous organizational ability to the political party of his choice. Many a candidate can see the McGee touch in whatever success emerged from the campaign; Senators, Governors, and even Presidents sought out McGee for the kind of practical assistance that was touched with genius at times.

There are those who recall Louis McGee's straight-forward approach to problems, how on many occasions a deadlocked meeting was put back on the track with the down-to-earth advice from the affable insurance man. We can't vouch for the absolute quotation attributed to McGee about his friendliness yet we suspect it is true that he remarked, "With a clan as big as the McGees, you have to know how to get along with everyone." He showed every indication of the truth of this statement. To know Louis McGee was indeed a valued experience. It was difficult not to know him if one had the chance to meet up with him. Perhaps this personal magnetism spilled over into his community and State associations. Not an opportunity was lost by this man to show enthusiasm for his home grounds wherever he went whether to Washington or to foreign lands. Kansas City and Missouri need many more Louis B. McGees.

Mr. SYMINGTON. Mr. President, beyond all else, Louis McGee was loyal; loyal to his friends, loyal to his church, loyal to his country. We who were devoted to him shall sorely miss him.

Mr. LONG of Missouri. Mr. President,

will the Senator from Oklahoma yield me 30 seconds?

Mr. MONRONEY. I yield 1 minute to the Senator from Missouri.

Mr. LONG of Missouri. I wish to associate myself with the remarks made by the senior Senator from Missouri about Mr. McGee, who was a good friend of mine and was one of the outstanding citizens of Kansas City.

Mr. SYMINGTON. I thank my able colleague. I know he was devoted to Mr. McGee, as Mr. McGee was also devoted to him.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

The PRESIDING OFFICER. Is the remaining time yielded back?

Mr. ALLOTT. I yield back the remainder of my time.

Mr. MONRONEY. I yield back the remainder of my time.

The PRESIDING OFFICER. All time has been yielded back. The question is on agreeing to the amendment of the Senator from Colorado. The yeas and nays have been ordered, and the clerk will call the roll.

The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Virginia [Mr. BYRD], the Senator from Louisiana [Mr. ELLENBERGER], the Senator from Michigan [Mr. HART], the Senator from Arizona [Mr. HAYDEN], and the Senator from Georgia [Mr. TALMADGE] are absent on official business.

I also announce that the Senator from Indiana [Mr. BAYH], the Senator from Massachusetts [Mr. KENNEDY], and the Senator from California [Mr. ENGLE] are absent because of illness.

I further announce that the Senator from Texas [Mr. YARBOROUGH], and the Senator from Florida [Mr. SMATHERS] are necessarily absent.

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. CORTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA] and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] would vote "yea."

The result was announced—yeas 46, nays 40, as follows:

[No. 466 Leg.]

#### YEAS—46

|              |               |                |
|--------------|---------------|----------------|
| Aiken        | Hickenlooper  | Randolph       |
| Allott       | Hill          | Robertson      |
| Anderson     | Holland       | Russell        |
| Bennett      | Johnston      | Simpson        |
| Byrd, W. Va. | Jordan, N.C.  | Smith          |
| Cannon       | Jordan, Idaho | Sparkman       |
| Church       | Lausche       | Stennis        |
| Curtis       | Long, La.     | Symington      |
| Dodd         | Mansfield     | Thurmond       |
| Dominick     | McClellan     | Tower          |
| Eastland     | McGovern      | Walters        |
| Ervin        | Mechem        | Williams, Del. |
| Fulbright    | Miller        | Young, N. Dak. |
| Goldwater    | Mundt         | Young, Ohio    |
| Gore         | Pearson       |                |
| Gruening     | Prouty        |                |



## NAYS—40

|           |           |                |
|-----------|-----------|----------------|
| Bartlett  | Humphrey  | Morse          |
| Beall     | Inouye    | Morton         |
| Bible     | Jackson   | Moss           |
| Boggs     | Javits    | Muskie         |
| Brewster  | Keating   | Nelson         |
| Burdick   | Kuchel    | Neuberger      |
| Carlson   | Long, Mo. | Pastore        |
| Case      | Magnuson  | Pell           |
| Clark     | McCarthy  | Proxmire       |
| Cooper    | McGee     | Ribicoff       |
| Dirksen   | McIntyre  | Scott          |
| Douglas   | McNamara  | Williams, N.J. |
| Edmondson | Metcalf   |                |
| Hartke    | Monroney  |                |

## NOT VOTING—14

|           |         |             |
|-----------|---------|-------------|
| Bayh      | Fong    | Saltonstall |
| Byrd, Va. | Hart    | Smathers    |
| Cotton    | Hayden  | Talmadge    |
| Ellender  | Hruska  | Yarborough  |
| Engle     | Kennedy |             |

So Mr. ALLOTT's amendment was agreed to.

Mr. ALLOTT. Mr. President, I move to reconsider the vote by which the amendment was agreed to.

Mr. ERVIN. Mr. President, I move to lay the motion to reconsider on the table.

The motion to lay on the table was agreed to.

Mr. KEATING. Mr. President, I call up my amendment No. 1092.

I ask unanimous consent that the reading be dispensed with.

The amendment offered by the Senator from New York [Mr. KEATING] reads as follows:

On page 167, line 2, insert the following:

"TITLE VI—DISCLOSURE OF OUTSIDE ASSETS AND EARNINGS

"SEC. 601. On April 15, 1965, and annually thereafter, every Member, officer, and employee of Congress, whose gross congressional compensation is \$10,000 or more, shall file with the Comptroller General in accordance with such regulations as shall be prescribed by the Comptroller General: (1) a statement of any financial interest having a value of \$5,000 or more in any activity subject to the jurisdiction of a regulatory agency; (2) a statement of the amount and source of all compensation and income which he has received from outside sources in excess of \$100. Such statements filed with the Comptroller General shall be held as public records and shall be available for public access thereto at any time during the regular business hours of the office of the Comptroller General.

"SEC. 602. Notwithstanding any other provision of this Act, no increase in compensation for any Member, officer, or employee of Congress provided in this Act shall be paid after April 15 of each year until such Member, officer, or employee has filed the statements required by section 601 of this Act."

Mr. KEATING. Mr. President, I yield myself 5 minutes. I ask for the yeas and nays.

Mr. MANSFIELD. Mr. President, may we know what the amendment is? We do not know what it is.

Mr. KEATING. I shall be glad to explain it. Have the yeas and nays been ordered?

The PRESIDING OFFICER. The yeas and nays have not been ordered.

Mr. MANSFIELD. Will the Senator explain what the amendment is?

Mr. KEATING. I planned to be very brief, but I can be longer if the majority leader insists on it.

Mr. MANSFIELD. We do not know what the yeas and nays are for.

Mr. KEATING. Mr. President, it might be called a little Morse amendment. I shall point out the difference between this and the Morse amendment. The principal difference is that the Morse amendment was a full disclosure amendment. I supported the Morse amendment. I regret that it did not pass. But this is only a partial disclosure amendment.

This amendment adds a conflict of interest title to the bill. It requires all Members, officers, and employees of Congress whose compensation is \$10,000 or more to annually file statements of all financial interests of \$5,000 or more in activities subject to Federal regulation and a statement of the amount and source of all outside income in excess of \$100. This should be a minimum prerequisite to any action on a congressional salary increase.

One of the reasons the prestige of Congress has fallen in the eyes of the public is our refusal to come to grips with the problem of conflict of interest. Year in and year out proposals are introduced, but no action is taken. Once again in this session we have had a number of bills introduced, and yet there is no assurance that this Congress will adopt such legislation despite the public's wide support for a legislative code of ethics.

I know that most Members of Congress are conscientious, dedicated public servants. But a few bad cases can cause immense damage to the whole institution. My objective is to build up, not weaken, public confidence in the legislative branch, and I am convinced that this can best be done if Congress demonstrates a willingness to set its own house in order.

Nothing weakens confidence in Government as much as the appearance of favoritism, inside dealings, and the use of public office for personal economic advantage. The public suspicion of the existence of misuse of office because of our failure to adopt conflict-of-interest legislation weakens confidence as much as actual misdeeds.

It has never been more important than it is today—when we are engaged in a life and death struggle with tyranny—to maintain confidence in our Government and to strengthen the moral fiber of our Nation. Even though the abuses are infrequent, the danger from low ethical standards in any branch of government has never been more serious.

Conflict-of-interest legislation is designed to encourage confidence in the operation of government. Obviously, there is as much need for promoting such confidence in the workings of Congress as in any other branch of government.

Congress has been willing to impose standards of ethics on the members of the executive branch. It is important that we repudiate the impression that we are following a double standard by now adopting legislation applicable to ourselves and our employees. It is the most effective step we can take to restore lagging public confidence.

Members of Congress are the only group in the present bill who are not required to be full-time employees. What-

ever may have been the situation originally, anyone who accepts service in Congress or as an employee of Congress should do so with an awareness that it probably will be a full-time commitment.

This amendment is directed toward the accomplishment of two purposes. It is an acknowledgement that service as a Member, officer, or employee of Congress is virtually a full-time job. The disclosure provisions will make it apparent whether we are giving it full-time service or, if not, to what extent. Secondly, by requiring disclosure of assets and outside income by those who receive more than \$10,000 a year we are closing a conflict gap. It will be readily apparent whether one is taking advantage of a public trust to benefit himself. Of all the proposals which have been made, this one appears most closely related to determining whether Members of Congress are giving the kind of time and attention to their duties which would merit a raise in pay.

The other primary difference between the Morse amendment and this one—and I am shortening this as I know it is the desire of Senators to get on with the work—the other primary difference is that this one is self-executing. In order to obtain the increase in pay, it is necessary to file the required statement. Under the Morse amendment, there were penal provisions. A fine and imprisonment were provided for failure to file, or for filing a false statement. There is no such provision here.

However, it does provide that in order to get the increase, one must file with the Comptroller General in accordance with such regulations as he may prescribe.

I could go into more detail if necessary.

I ask for the yeas and nays on the amendment.

The yeas and nays were ordered.

Mr. MANSFIELD. Mr. President, will the Senator yield 2 minutes?

Mr. KEATING. Mr. President, I yield 2 minutes to my colleague from New York [Mr. JAVITS].

Mr. JAVITS. Mr. President, this amendment seeks what we have been trying to have enacted for a long time. It merely requires what many of us voluntarily do already; namely, file a record of our investments and the principal source of our income. It leaves it to the public to decide whether there are conflicts of interest for which we should be taken to task.

It is the simplest and most proper way to deal with the many ethical questions. Many persons have worked on this problem. I am personally grateful to the Senator from New York [Mr. KEATING] for having an opportunity to join with him in it.

I think it is very worthy of approval by the Senate. It is self-operative. It commends itself very highly by all standards, as the proper way in which a Senator should account to his constituents.

Mr. KEATING. I yield to the Senator from Rhode Island.



Mr. PASTORE. Does one have to file with the Comptroller General whether he does or does not?

Mr. KEATING. It requires filing only if one is to receive it.

Mr. PASTORE. How does that work out so that one can get his raise? One has to file that he does. Does he not have to file that he does not? Otherwise, how does one get his raise?

Mr. KEATING. This amendment provides that one must file a statement of any financial interest in one of these activities, and a statement of the amount and source of income received from outside sources. That part is the same as in the Morse amendment. A statement to the disburser's office that one held no such holdings and received no such outside income would probably be sufficient. One would not be required to file such a statement, but there would be nothing to prevent one from filing it.

Mr. PASTORE. I do not mean to be critical. But I think there is an awkwardness in the statement that ought to be clarified. I think if before one can receive the increase, he has to file a statement, he should have to file a statement to the effect that he does not have such interest. Otherwise, I do not see how it would work out. The Senator is making it conditioned upon his getting the increase in salary.

And yet it would provide that only those who have an interest must file. If that is so, how would the Comptroller know? How would the disbursing office know, unless we were to say so in the amendment?

Mr. KEATING. I think I shall have to explain the amendment in greater detail to the Senator.

The amendment would provide, in the first section, that on April 15, 1965, and annually thereafter, every Member, officer, and employee of Congress whose gross congressional compensation is \$10,000 or more shall file the two required statements with the Comptroller General; and in the next section it is provided that no increase in compensation for any such Member, officer, or employee shall be paid after April 15, of each year, until the Member has filed the statements required by the first section.

Mr. CURTIS. Mr. President, will the Senator elaborate on what is meant by filing a statement of the amount and source of all compensation and income which he has received from outside sources in excess of \$100?

Mr. KEATING. I do not know how to make it more explicit.

Mr. CURTIS. It would include everything?

Mr. KEATING. It would include everything.

Mr. CURTIS. Wages?

Mr. KEATING. Wages.

Mr. CURTIS. Dividends?

Mr. KEATING. Dividends.

Mr. CURTIS. Interest?

Mr. KEATING. Interest.

Mr. CURTIS. That is all included?

Mr. KEATING. That is correct. In that regard, it is like the Morse amendment.

Mr. CURTIS. Would this be a public record?

Mr. KEATING. It is provided in the next sentence that such a statement shall be held as a public record and be available for access to the public.

Mr. GOLDWATER. How would the States that have community property laws be affected in that situation? Would not one have to report his wife's income, too?

Mr. KEATING. I suppose if one had any financial interest in an activity that was subject to a regulatory agency, whether one had it individually, or as a part of the community property, one would have to report it. Although, it does provide that he shall file a statement with the Comptroller General in accordance with regulations prescribed by the Comptroller General.

I would assume also that he would be able to eliminate community property, if he saw fit.

Mr. GOLDWATER. Would it be proper, in your opinion, to eliminate the community property?

Mr. KEATING. I think a person who has any financial interest in an activity subject to the jurisdiction of a regulatory agency, no matter how he acquired that interest, should file such a statement.

Mr. GOLDWATER. That is one of the questions in my mind about the entire reporting argument. Does not the Senator think that in any reporting legislation that is passed, it should be required that income of the whole family, the wife, father, mother, brothers, and sisters should be reported? In my family, my wife has an income outside of what I can provide. The same applies to my mother. If we are to be suspect of devious thinking in this body, I think we can consider our families.

Mr. KEATING. First, I do not believe any Member of this body is to be suspect of devious thinking. However, we have already debated an amendment like the one to which the Senator refers. I supported that amendment. I agree with the Senator in that regard. But the amendment was not adopted.

Mr. President, I reserve the remainder of my time.

Mr. MUNDT. Mr. President, will the Senator yield for a question?

Mr. KEATING. I yield.

Mr. MUNDT. I wonder if what the Senator has proposed would not have the practical effect of requiring every Senator to apply in writing to become eligible for the pay increase, in which case he would have stolen a leaf out of a chapter of the Senate Building Commission, which provided the rugs for the private offices of Senators. We required each Senator to apply for a rug. Some Senators got them, some did not. If that is what the Senator is asking, it should be made clear. The Senator is asking each Senator to say "I qualify for the pay increase. I wish to put in my application."

Mr. KEATING. The amendment does not have anything to do with rugs.

Mr. MUNDT. It has to do with the proposed pay increase.

Mr. KEATING. The amendment provides that a Senator will get the increase if he files the required statement with the Comptroller General. It is very simple. Admittedly it does not go as far as the distinguished Senator from

Oregon [Mr. MORSE] sought to go in his amendment, which I was happy to support. But it would be a first step in laying the cards on the table as to holdings of Members of Congress.

Mr. ALLOTT. Mr. President, will the Senator yield for a question?

Mr. KEATING. I yield.

Mr. ALLOTT. I know what the Senator has in mind, but I am thinking of the Federal Trade Commission.

Mr. PASTORE. Mr. President, we cannot hear a word that is being said.

The PRESIDING OFFICER. The Senate will be in order. The Senator may proceed.

Mr. ALLOTT. What the Senator had in mind is that people who have income from activities such as electric companies, power companies, and things like that that go over State lines would be required to report it. But there is almost no business in our country today that is exempt from the jurisdiction of the Federal Trade Commission. So in the manner in which the amendment is written, the Senator's amendment would place in that category even grocery stores and supply houses within a State.

Mr. KEATING. No; that is the reason for the provision in the amendment that the activity shall be subject to regulations prescribed by the Comptroller General. In other words, the Comptroller General would determine what was covered by the phrase "regulatory agency." I agree with the Senator that to a degree any corporation in almost any line of business could be said to be subject to some regulatory agency. As good an illustration as any is the one that the Senator has stated—the Federal Trade Commission. Although the determination would be left to the Comptroller General to make the final decision, it is not my intention, and I wish to state this as a part of the legislative history, that it apply to interests in all types of business activity. Specifically, it should apply to, in my judgment, holdings in radio and television companies and holdings in companies under the jurisdiction of the Federal Power Commission and the ICC, such as interstate pipeline companies, railroads, motor carriers, water carriers, freight forwarders, and so forth. There is no reason why those covered by the amendment could not hold such interests, but if they do hold them, it seems to me that they should be a matter of public record.

Mr. DIRKSEN. Mr. President, I yield myself 3 minutes under the bill.

The PRESIDING OFFICER. The Senator from Illinois is recognized for 3 minutes.

Mr. DIRKSEN. If anything, the amendment of the Senator from New York is worse than the Morse proposal. If a Senator had income or compensation from outside sources amounting to \$100, he would be required to report everything he receives.

If a Senator owned some stock in a company under regulation by a Federal agency, he would come under the purview of the amendment. A Senator could own shares in General Motors and escape the provisions of the amendment. He could not own an interest in a power



company and escape. He could own 100 shares of Caterpillar Corp. and be outside the purview of the amendment, but if he should own 100 shares of Columbia Gas, he would be on the inside.

Mr. President, the amendment makes less sense to me than the Morse amendment. In addition, the amount at which a Senator would report would be reduced to \$100.

We have heard that the amendment contains no penalty clause. Certainly not. It would be self-enforcing. If loss of a \$7,500 pay increase is not a penalty, I give up. That is true particularly if one has a conviction as to whether the proposed procedure is the way to go about policing the world's greatest deliberative body.

Mr. President, the amendment ought to be roundly defeated.

Mr. JOHNSTON. Mr. President, I yield myself 1 minute.

The PRESIDING OFFICER. The Senator from South Carolina is recognized for 1 minute.

Mr. JOHNSTON. I agree with the minority leader. If anything, the amendment is worse than the Morse amendment. I hope the Senate will vote it down as it voted down that amendment and another amendment.

Mr. McGEE. Mr. President, will the Senator yield 3 minutes?

Mr. JOHNSTON. I yield.

The PRESIDING OFFICER. The Senator from Wyoming is recognized for 3 minutes.

Mr. McGEE. Mr. President, in this world of modern merchandising the old adage that you get what you pay for still applies. And it applies equally well to the process of government. There is no doubt in my mind that the civil servants of the United States of America, much maligned by both innocent and vicious jest and held up to undeserved ridicule, are performing valuable and efficient service for the people of our Nation.

The legislation we are considering today would raise the pay of these civil servants. I support this increase in salary for several reasons. In the first place, I do not believe that Government service should be a form of economic second-class citizenship. Those who work for the Government should be paid on a scale comparable to similar jobs in private industry. This is not simply equitable treatment but is the only policy by which we can attract and keep the best qualified and most dedicated people.

There are millions of Americans whose dedication is such that they are quite willing to make sacrifices, both economic and personal, in order to serve their Nation. And in many instances we have called upon them to make those sacrifices. But now, in the midst of an onrushing prosperity with all economic indicators setting new records as a matter of course, it is an inequitable and penurious government that will not provide adequate salaries for those it employs.

The results of existing niggardly pay rates are now being felt throughout the ranks of Government, and especially in

the higher management levels, as many men find that, in consideration of the needs of their families, they must take higher paying jobs outside of Government. Mr. President, it is a poor form of economy indeed to replace efficient and effective workers with less efficient personnel because we are unwilling to pay a decent wage.

It is a curious thing that many of those who are the most vitriolic in their criticisms of the Federal Government and of those who work for it and who complain the most about the type of service provided by the Government are the same people who are opposed to any increase in Federal salaries. Many of these people have found that the Government which they so detest has provided an economic climate which has enabled them to make a very comfortable living for themselves and for their families. These people often are intimately acquainted with the tenets of employment in the business world and are prepared to pay top prices for the talent they need to make their enterprise a success. This is what is called good business. But when the Government attempts the same thing, it is—in their minds—boondoggling and bureaucracy. Well, to paraphrase an old quotation, what is good business for business is good business for the Government.

One of the most controversial aspects of this legislation is that which concerns proposed salary increases for Members of the Congress. I realize full well, Mr. President, that too many people think our salaries are already too high. The hidden costs of congressional service are not apparent to many people, but I have yet to talk to a Senator or Congressman who is able to salt away any appreciable amount of his salary for those proverbial rainy days. The pinch is especially felt by those of us from the West who find that the jet airplane is the one way of providing the best service and establishing the best and closest relationships with our constituents but is also a rather expensive means of commuting. I believe that this salary increase is completely in line with the increasing cost of living and is commensurate with the duties and obligations of the office we hold.

But, in accepting the necessity for this salary increase, I believe we must also accept the reality of space-age government. And that is the reality that governing the most powerful and richest nation in this complex time is a full-time occupation. We have in recent years discovered that our adjournment dates regularly approach the winter solstice, but we cling to the idea that this is an abnormal situation. Mr. President, I believe that we must finally accept the fact that the Senate is a full-time, year-round job. And that the sooner we learn to live with that fact, the sooner will we be in a position to develop more orderly legislative processes.

Mr. President, I believe that among the obligations held by a Member of the Congress is the obligation to afford his constituents the knowledge that he is

serving them without conflicts of interest and in the best interests of the State and Nation. Those who receive their employment in the higher echelons of Government with our "advice and consent" are required by us to be free of conflict of interest. It is only just that we are equally free from such conflicts.

Mr. President, I have already outlined my contention that a congressional pay raise is not undeserved. But if we are going to take the action of increasing our own pay, I think it behooves us—at the same time—to indicate that we are keenly aware of our responsibility to avoid even the suspicion of conflict of interest. In order that we approach this pay increase in good conscience, I would hope that each of us would reveal publicly his outside financial holdings and other sources of income.

I do not believe for one moment that such an action would embarrass any Senator. I know that some of my colleagues have had distinguished careers in other fields and can be justifiably proud of their success and equally reluctant to reveal its details to the public. However, we are not in the position of a private individual. We have accepted a public trust and, to hold to that trust, we must take positive action to demonstrate that we honor that commitment. A disclosure of our financial holdings is such a positive action.

Mr. President, in light of these beliefs, I made, on April 3, 1963, a full disclosure of my financial situation. And I note that a number of other Senators have done the same—both before and since my statement. One of these Senators, the junior Senator from New York [Mr. KEATING] is offering an amendment to the bill now under discussion to make the pay increase for Members of Congress conditional upon their making public their outside interests and income. Mr. President, I consider this to be an equitable and meritorious amendment, and I shall support it.

The legislation we are considering today will do much to provide more equitable compensation for those who would serve their country by carrying out the functions of Government. We cannot afford to have a second-best Government, and we cannot afford to have second-rate Government employees. By assuring adequate salaries, we can assure that we will have the best minds to assist us in meeting the challenge of the space age. To fail to do this in the name of economy would be a sad case of being "penny wise and pound foolish" and would be an error which would cause us great harm in coming years. We must provide an investment in quality personnel that will bring us returns in good Government for many years to come.

Mr. MANSFIELD. Mr. President, will the Senator yield 1 minute?

Mr. JOHNSTON. I yield 1 minute to the Senator from Montana.

The PRESIDING OFFICER. The Senator from Montana is recognized for 1 minute.

Mr. MANSFIELD. The pending amendment is truly a junior Morse amendment. There was much more to



the Morse amendment than there is to the pending amendment.

As stated earlier, a resolution on the subject has been reported by the Committee on Rules and Administration. That resolution will be brought before the Senate, and would have been brought up whether or not the proposal was before us at the present time. At that time there will be opportunity enough for discussion, instead of spending only a few minutes on it during the consideration of the pending bill, a bill in which it really has no place.

I hope that the Senate will reject the amendment and that the arguments that have been made will be brought up when the resolution which has been reported by the Committee on Rules and Administration comes before the Senate for consideration.

Mr. KEATING. Mr. President, I yield myself one-half minute.

The PRESIDING OFFICER. The Senator from New York is recognized for one-half minute.

Mr. KEATING. The essential difference between my amendment and the resolution which is now at the desk is that the resolution would apply only to the Members of this body. The amendment would write that provision into law for all Members of Congress. I believe conflict-of-interest rules are the kind of thing that should be treated by a statute and have the force and effect of law. They are, in my judgment, inappropriate to be treated simply by a Senate resolution. When the Senate resolution is brought up, however, it could be strengthened in such a way as to be meaningful.

Mr. DIRKSEN. Mr. President, I yield to the distinguished Senator from Kansas [Mr. CARLSON], who is the ranking member of the Committee on Post Office and Civil Service.

Mr. CARLSON. Mr. President, the indications are that we shall not reach a final vote on the bill before I must leave in order to keep a prior commitment. I wish the RECORD to show that if present and voting, I would vote for the bill.

Mr. DIRKSEN. Mr. President, I yield 1 minute to the distinguished Senator from Iowa.

Mr. MILLER. Mr. President, earlier today I offered an amendment to the Morse amendment. I had prepared an amendment which I had intended to offer to the Keating amendment, but in view of the rejection of my amendment to the Morse amendment by the Senate, I shall not offer the one I have prepared, but I ask unanimous consent that it be printed in the RECORD at this point in my remarks.

The PRESIDING OFFICER. Without objection, it is so ordered.

The amendment intended to be proposed by Mr. MILLER to the amendment by Mr. KEATING, No. 1092, is as follows:

On page 1, line 10, insert after the word "agency" the following: "and owned within the immediately preceding twelve months by such Member, officer, and employee, his or her spouse, children and their spouses, brothers and sisters, father and mother, and

any trust or fiduciary arrangement under which any of the said individuals is a beneficiary or over which he or she exerts any control".

On page 2, strike lines 1 and all of line 2 through the period and insert in lieu thereof the following: "amount and specific source of each item of compensation and income in excess of \$100 received during the immediately preceding calendar year by such Member, officer, and employee, his or her spouse, children and their spouses, brothers and sisters, father and mother, and any trust or fiduciary arrangement under which any of said individuals is a beneficiary or over which he or she exerts any control."

On page 2, line 12, strike the period and insert in lieu thereof the following: "Provided, That if said Member, officer, or employee is unable to file any statement pertaining to the financial interest, compensation and income of any of the individuals or entities listed in section 601 other than his or her spouse and minor children because of their refusal to provide such information, said increase in compensation shall nevertheless become effective upon the filing of a statement, under oath, by said Member, officer, or employee that his or her failure to comply with all of the requirements of section 601 is due to such refusal."

Mr. MILLER. What I had to say about the Morse amendment is equally applicable to the pending amendment. The proposal will not get the job done. It will not satisfy the public if the public wants disclosure. The disclosure of what a Member, an officer, or employee's contacts are with federally regulated agencies, or his own income, will not satisfy the problems that the Senator from Arizona pointed out. If we wish to have disclosure that will satisfy the situation, we shall have to bring in the spouse, the brothers and sisters, the father and mother, and any trust or fiduciary arrangement, not to mention the children.

The amendment fails to do that. If some Senator wishes to offer an amendment to perfect the pending amendment, I shall be happy to support it. Senators have spoken on my previous amendment, and I shall not push them on the question at the present time. In view of that, I shall have to vote against the Keating amendment.

Mr. DODD. Mr. President, will the Senator yield a half minute to me?

Mr. JOHNSTON. I yield a half minute to the Senator from Connecticut.

Mr. DODD. Do I correctly understand that the Senator from Iowa will not offer his amendment?

Mr. MILLER. That is correct.

Mr. DODD. I believe that is regrettable. I am sorry that the Senator did not press for a yeas-and-nays vote on his amendment earlier, when the Morse disclosure amendment was being discussed. I believe his amendment goes to the heart of the problem. We are not fooling ourselves or anyone else by howling down with a voice vote the amendment of the Senator from Iowa, as was done earlier this afternoon. Everyone knows of devices in which a wife's name is used, or a child's name, a sister's name, a brother's name, or when a trust is established.

I agree with the Senator from Illinois [Mr. DIRKSEN], the distinguished minority leader, and the Senator from Iowa

[Mr. MILLER], who have spoken against these disclosure amendments. If we are going to be honest, we should include the amendment of the Senator from Iowa, too. It is regrettable that the amendment was not offered so we could have a rollcall vote on it this time. I want the Senate to know that I will offer an amendment similar to the Senator's at a later date, when we are discussing the Rules Committee resolution.

I am voting against the Keating amendment, as I did against the Morse amendment, not because I am against disclosure but because I want to wait until the Rules Committee resolution is taken up.

This is the proper way to take up an important matter on the floor of the Senate, not as an amendment to a bill concerned with an entirely different subject, considered under a one-half hour time limitation.

The distinguished majority leader [Mr. MANSFIELD] has given assurances that we will have an opportunity to discuss this soon and I think we should wait until then to decide the issue.

The PRESIDING OFFICER. Does the Senator from South Carolina yield back his time?

Mr. JOHNSTON. I yield back my time.

The PRESIDING OFFICER. Does the on the amendment has been yielded back. The yeas and nays have been ordered, and the clerk will call the roll. The legislative clerk called the roll.

Mr. HUMPHREY. I announce that the Senator from Louisiana [Mr. ELLENDER], the Senator from Michigan [Mr. HART], the Senator from Arizona [Mr. HAYDEN], and the Senator from Georgia [Mr. TALMADGE] are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Massachusetts [Mr. KENNEDY], and the Senator from Indiana [Mr. BAYH] are absent because of illness.

I further announce that the Senator from Texas [Mr. YARBOROUGH] and the Senator from Florida [Mr. SMATHERS] are necessarily absent.

I further announce that, if present and voting, the Senator from Florida [Mr. SMATHERS] would vote "nay."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. COTTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

The Senator from Colorado [Mr. DOMINICK] is detained on official business.

If present and voting, the Senator from Nebraska [Mr. HRUSKA] and the Senator from Massachusetts [Mr. SALTONSTALL] would each vote "nay."

On this vote, the Senator from Hawaii [Mr. FONG] is paired with the Senator from Colorado [Mr. DOMINICK]. If present and voting, the Senator from Hawaii would vote "yea," and the Senator from Colorado would vote "nay."

The result was announced—yeas 25, nays 61, as follows:



[No. 467 Leg.]

## YEAS—25

|         |          |                |
|---------|----------|----------------|
| Burdick | Javits   | Pastore        |
| Case    | Keating  | Proxmire       |
| Church  | Kuchel   | Scott          |
| Clark   | Magnuson | Symington      |
| Cooper  | McGee    | Thurmond       |
| Douglas | McGovern | Williams, N.J. |
| Gore    | Morse    | Young, Ohio    |
| Hartke  | Moss     |                |
| Jackson | Nelson   |                |

## NAYS—61

|              |               |                |
|--------------|---------------|----------------|
| Alken        | Gruening      | Morton         |
| Allott       | Hickenlooper  | Mundt          |
| Anderson     | Hill          | Muskie         |
| Bartlett     | Holland       | Neuberger      |
| Beall        | Humphrey      | Pearson        |
| Bennett      | Inouye        | Pell           |
| Bible        | Johnston      | Prouty         |
| Boggs        | Jordan, N.C.  | Randolph       |
| Brewster     | Jordan, Idaho | Ribicoff       |
| Byrd, Va.    | Lausche       | Robertson      |
| Byrd, W. Va. | Long, Mo.     | Russell        |
| Cannon       | Long, La.     | Simpson        |
| Carlson      | Mansfield     | Smith          |
| Curtis       | McCarthy      | Sparkman       |
| Dirksen      | McClellan     | Stennis        |
| Dodd         | McIntyre      | Tower          |
| Eastland     | McNamara      | Walters        |
| Edmondson    | Mechem        | Williams, Del. |
| Ervin        | Metcalf       | Young, N. Dak. |
| Fulbright    | Miller        |                |
| Goldwater    | Monroney      |                |

## NOT VOTING—14

|          |         |             |
|----------|---------|-------------|
| Bayh     | Fong    | Saltonstall |
| Cotton   | Hart    | Smathers    |
| Dominick | Hayden  | Talmadge    |
| Ellender | Hruska  | Yarborough  |
| Engle    | Kennedy |             |

So Mr. KEATING's amendment was rejected.

Mr. JOHNSTON. Mr. President, I move to reconsider the vote by which the amendment was rejected.

Mr. MONRONEY. I move to lay that motion on the table.

The motion to lay on the table was agreed to.

Mr. MONRONEY. Mr. President, I have an amendment, which has been agreed to by the committee. It deals with the inclusion of the Deputy Inspector General, Foreign Assistance, in level 4 of the Federal executive salary schedule.

The bill had passed through the House and had not yet reached us before we had marked up the bill. Consequently no provision was made for the salary of Deputy Inspector General position, which had been created.

The PRESIDING OFFICER. The amendment will be stated.

The CHIEF CLERK. On page 123, between lines 19 and 20, it is proposed to insert the following:

(57) Deputy Inspector General, Foreign Assistance.

On pages 123 and 124, it is proposed to renumber (57) to (71) as (58) to (72), respectively.

The PRESIDING OFFICER. The question is on agreeing to the amendment.

The amendment was agreed to.

Mr. MILLER. Mr. President, I send an amendment to the desk and ask that it be stated.

The PRESIDING OFFICER. The amendment will be stated.

The Chief Clerk proceeded to state the amendment.

Mr. MILLER. I ask unanimous consent that the reading of the amendment be dispensed with, and that it be printed in the RECORD at this point.

The PRESIDING OFFICER. Without objection, it is so ordered.

The amendment, ordered to be printed in the RECORD, is as follows:

On page 113, line 20, strike "\$30,000" and insert in lieu thereof "\$27,500"; and in line 23 strike "\$28,000" and insert in lieu thereof "\$25,500".

On page 114, line 3, strike "\$26,000" and insert in lieu thereof "\$23,500"; in line 6 strike "\$24,500" and insert in lieu thereof "\$22,000"; in line 8 strike "\$22,500" and insert in lieu thereof "\$20,000"; in line 13 strike "\$27,500" and insert in lieu thereof "\$25,000"; in line 22 strike "\$30,000" and insert in lieu thereof "\$27,500"; and in line 24 strike "\$43,000" and insert in lieu thereof "\$40,000".

On page 115, line 20, strike "\$35,000" and insert in lieu thereof "\$30,000".

On page 116, line 8, strike "\$30,000" and insert in lieu thereof "\$27,500".

On page 117, line 15, strike "\$28,500" and insert in lieu thereof "\$26,000".

On page 120, line 2, strike "\$27,000" and insert in lieu thereof "\$24,500".

On page 124, line 20, strike "\$26,000" and insert in lieu thereof "\$23,500".

On page 155, line 20, strike "\$25,500" and insert in lieu thereof "\$24,000".

On page 156, line 7, strike "\$26,000" and insert in lieu thereof "\$25,000"; in line 22, strike "\$25,000" and insert in lieu thereof "\$24,000"; and in line 24, strike "\$24,500" and insert in lieu thereof "\$23,500".

On page 157, line 6, strike "\$24,000" and insert in lieu thereof "\$23,000"; in line 8, strike "\$23,500" and insert in lieu thereof "\$22,500"; and in line 14, strike "\$23,500" and insert in lieu thereof "\$22,500".

On page 164, line 4, strike "\$22,500" and insert in lieu thereof "\$20,000"; in line 14, strike "\$33,000" and insert in lieu thereof "\$30,500"; in line 17, strike "\$30,000" and insert in lieu thereof "\$27,500"; in line 18, strike "\$30,500" and insert in lieu thereof "\$28,000"; in line 21, strike "\$33,000" and insert in lieu thereof "\$30,500"; and in line 25, strike "\$33,000" and insert in lieu thereof "\$30,500".

On page 165, line 3, strike "\$30,000" and insert in lieu thereof "\$27,500"; in line 9, strike "\$27,000" and insert in lieu thereof "\$25,000"; in line 10, strike "\$26,000" and insert in lieu thereof "\$24,500"; in line 16, strike "\$26,000" and insert in lieu thereof "\$24,000"; and in line 24, strike "\$30,000" and insert in lieu thereof "\$27,500".

On page 166, line 3, strike "\$33,000" and insert in lieu thereof "\$30,500".

Mr. MILLER. Mr. President, I shall be brief in explaining the amendment.

Mr. PASTORE. Will the Senator raise his voice so we can hear him?

Mr. MILLER. I shall as soon as the Chamber has quieted down.

The PRESIDING OFFICER. The Senate will be in order.

Mr. MILLER. Mr. President, what the amendment does is as follows: In section 203 on pages 113 and 114, the increases are cut back by \$2,500. In section 204, on page 114, the salary of the Members of Congress are increased by \$5,000 instead of \$7,500. The Speaker's pay is increased by \$5,000, instead of \$8,000.

In section 303, on page 115, the salaries of Cabinet members are increased by \$5,000, instead of \$10,000.

The rest of the salaries in the executive and judiciary and the District of Columbia are cut by \$2,500. In effect, that means an increase of \$5,000 instead of \$7,500, with the exception of the President of the District of Columbia

Commissioners, who would have an extra \$500.

The Allott amendment is preserved in my amendment. That is all the amendment does.

It seems to me that an opportunity ought to be given to the Senate to reflect whether it wishes to establish a pattern of a \$10,000 increase for Cabinet members and a pattern of \$7,500 for most of the other people involved, instead of \$5,000.

The PRESIDING OFFICER. The question is on agreeing to the amendment offered by the Senator from Iowa [putting the question].

The amendment was rejected.

The PRESIDING OFFICER. The question is on agreeing to the committee amendment, as amended.

The committee amendment, as amended, was agreed to.

The PRESIDING OFFICER. The question is on the engrossment of the committee amendment and the third reading of the bill.

The committee amendment was ordered to be engrossed and the bill to be read a third time.

The bill was read the third time.

Mr. MORSE. Mr. President, I ask for the yeas and nays on the passage of the bill.

The yeas and nays were ordered.

Mr. DIRKSEN. Mr. President, I yield 1 minute on the bill to the distinguished Senator from New York.

Mr. JAVITS. Mr. President, I shall, of course, support the bill. It is long overdue justice to Federal employees.

#### THE CONTINUING FEDERAL RESPONSIBILITY IN MISSISSIPPI

Mr. JAVITS. Mr. President, the Federal Government has actively searched since June 21 for the 3 missing men in Mississippi, yesterday stepping up to 400 the number of U.S. service personnel aiding the Federal Bureau of Investigation in the search. In my judgment, this search should be continued until some clue to their fate has been discovered, even if it takes all summer to do it.

This is the least we can do to keep faith with the Federal guarantee to every citizen of freedom to travel and exercise other constitutional rights in every State of the United States. I note with great interest a report in yesterday's New York Times to the effect that, during the search, intimidation and harassment of civil rights workers in Mississippi have been materially reduced. The report goes on to state, however, that it is expected by those in the area that, once the searchers leave, the reign of terror against the youthful civil rights workers will resume.

How can a recurrence of this event be prevented during the long hot summer of civil rights activities and racial discord, which has undoubtedly only just begun in Mississippi?

Now that the Federal Government has made the commitment, after the fact, to resolve the awful tragedy of these three missing men, it would be doubly tragic if the Government of the United States



did not protect the remaining students against further recurrences. Continuing the search is one way to help this. Another way is for the President to announce, contemporaneously with the signing into law of the Civil Rights Act of 1964, that the enjoyment in Mississippi of rights of American citizens will be safeguarded with the full authority of the United States.

Citizens who travel from State to State for lawful purposes, such as these students who seek to educate Negroes to exercise their constitutional right to vote, deserve the protection of the U.S. Government. Nor should the Government insist that death or serious injury befall them before it extends its protection.

I note also that yesterday 29 professors of law in 6 universities expressed public disagreement with Attorney General Kennedy's flat assertion that the Federal Government lacked the power to take effective action in Mississippi.

I ask unanimous consent to have printed in the RECORD the statement of the 29 law professors.

There being no objection, the statement was ordered to be printed in the RECORD, as follows:

#### STATEMENT

It has been reported in the press that the Attorney General has stated that the Federal Government lacks power to take preventive police action in Mississippi to secure the safety of persons who have come into that State to aid its colored residents in the effective exercise of their rights as citizens of the United States. The undersigned students of public law are troubled by the misleading simplicity of this reported pronouncement, and believing that the Federal power to take protective action in the circumstances that now prevail in Mississippi is clear, are moved to make this statement.

Under section 332 of title 10 of the United States Code the President is authorized to use the State militia and the Armed Forces of the United States "whenever he considers that unlawful obstruction, combinations, or assemblages \* \* \* make it impracticable to enforce the laws of the United States \* \* \* by the ordinary course of judicial proceedings." Should the President be persuaded that judicial processes are not able to secure the rights of Negro voters in Mississippi or should he consider that those processes are not effectively safeguarding the rights of other Americans as they are defined in existing civil rights acts (e.g., sec. 1981 and 1983 of title 42) the quoted section would clearly authorize him to use armed forces to secure the rights referred to.

Of course the Attorney General knows this, for it was under section 332 that President Kennedy took military action at the University of Mississippi in 1962. Quite probably two considerations are factors in the Attorney General's determination that section 332 has no immediate relevance. He and the President may be convinced that the time has not yet come to send military forces into Mississippi—that other processes should be exhausted before that most drastic of all remedies is pursued. If that judgment is a crucial element in the decision one wishes that it had been reported, for it would have made it clear that it is not lack of presidential power to act but the absence of a conviction that action is now called for that explains nonaction. Furthermore, the Attorney General may, with some justification, feel that when military action is taken under section 332 it is not fairly to be described as police action—the type of action which he has denied the Federal Government is empowered to take. These considerations

which may explain the Attorney General's rejection of the current relevance of section 332, seem far less applicable to the provisions of section 333 of title 10.

Under the terms of that section the scope of the Presidential power to take protective and preventive action is not confined to the use of the militia or Armed Forces. Though section 333 mentions specifically the power to use those forces it also empowers him "by any other means (to) take such action as he considers necessary to suppress, in a State, any insurrection, domestic violence, unlawful combination, or conspiracy, if it (1) so hinders the execution of the laws of that State, and of the United States within the State, that any part or class of its people is deprived of a right, privilege, immunity, or protection named in the Constitution and secured by law, and the constituted authorities of that State are unable, fail, or refuse to protect that right, privilege, or immunity, or to give that protection; or (2) opposes or obstructs the execution of the laws of the United States or impedes the course of justice under those laws."

Surely there is reason to believe that violence and combination are now so hindering the execution of the laws of Mississippi and of the United States as to deny to the Negroes of Mississippi rights secured by the Constitution and laws of the United States. Whether the deplorable circumstances are such as to make the provisions in subsection (1) of the quoted section now operative is not important, for there can be no question but that the provisions of subsection (2) fit the present circumstances precisely. Violence, combination, and conspiracy in Mississippi are unquestionably obstructing the execution of the civil rights laws of the United States—the provisions, that is, of sections 1981 and 1983 of title 42 and the provisions of the acts of 1957 and 1960 with respect to voting rights.

Doubtless some creditable considerations of expedience could be cited to support a decision against now taking vigorous Presidential action under section 333 in Mississippi. Surely, however, the Attorney General's position would be less misleading and, therefore, less perilous if he would acknowledge that the President today has power to act but believes that police action under section 333 of title 10 is inadvisable.

In the year 1879 it was argued in the Supreme Court of the United States that when Federal marshals sought to enforce the electoral laws of the United States their conduct infringed the prerogatives of the States—that the Nation, in other words, could not, through the authority of its agents, take police action within the borders of any State. "It is argued," said Mr. Justice Bradley, "that the preservation of peace and good order in society is not within the powers confided to the Government of the United States, but belongs exclusively to the States. Here again we are met with the theory that the Government of the United States does not rest upon the soil and territory of the country. We think that this theory is founded upon an entire misconception of the nature and powers of that Government. We hold it to be an incontrovertible principle, that the Government of the United States may, by means of physical force, exercised through its official agents, execute on every foot of American soil the powers and functions that belong to it. This necessarily involves the power to command obedience to its laws, and hence the power to keep the peace to that extent." (Ex parte Siebold, 100 U.S. 371, 394-395.)

Unless the Attorney General disregards or somehow emasculates this pronouncement of the Supreme Court he cannot rest his case for Executive inaction on the facile pronouncement that the Federal Government and the President of the United States are not empowered to take police action in

Mississippi. It is at once disappointing and ironic that the Department of Justice, which has been bold beyond precedent in successfully urging the Supreme Court that the judiciary possesses the broadest powers to enforce the constitutional assurances of equality, should now discover non-existent barriers to executive action.

#### SIGNERS OF STATEMENT

Columbia University Law School: Marvin E. Frankel, Arthur W. Murphy, Maurice Rosenberg, Michael I. Sovern.

Harvard Law School: Paul Bator, Vern Countryman, Charles Fried, Mark DeW. Howe, Louis Loss, John Mansfield, Henry Steiner, Arthur E. Sutherland.

New York University Law School: Charles E. Ares, Norman Dorsen, Henry Foster, Jr., Robert B. McKay, Gerhard O. W. Mueller.

University of Pennsylvania Law School: Caleb Foote, Jefferson B. Fordham (reservations as to phrasing), Alexander H. Frey, Noyes Leech, Clarence Morris, Louis B. Schwartz (reservations as to phrasing), Bernard Wolfman.

Yale Law School: Boris I. Bittker, Charles L. Black, Jr., Thomas I. Emerson, Louis H. Pollak.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

The Senate resumed the consideration of the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Mr. MANSFIELD. Mr. President, I yield 10 minutes on the bill to the Senator from Arkansas.

Mr. McCLELLAN. Mr. President, during the course of the debate on the bill, many amendments were offered. I voted either for or against them—that is most of them, because I anticipated that the measure would be enacted into law. I recognize that the issues we are dealing with and the principles that are involved in the proposed legislation address themselves primarily to the discretion, the good judgment, and the conscience of each individual Member of Congress.

I have weighed carefully all of the considerations involved, and I have concluded that I cannot vote for the enactment of the bill. I feel it my duty, therefore, to state for the RECORD my reasons for opposing it. I state them primarily for the RECORD, without any thought that I can influence the vote of any other Member. I do not seek to do so, because I expect each Member to vote his own judgment and his own conviction.

Mr. President, I must reluctantly vote against the bill. First, because it covers some employees whose salaries should be increased—postal employees and others. I vote against it reluctantly because by doing so I vote against my own financial interest, against my own profit, and against a gain to myself, to the extent of \$7,500 a year increase in my salary, and after taxes, possibly to the extent of about \$350 a month additional income.

Also, Mr. President, I am voting against my own interest because if the bill were enacted it would probably enhance my retirement pay by about \$150 to \$200 a month. The proposal is attractive and it is appealing, and is just as tempting to me, I am sure, as it is to any other



Member of the Senate. Therefore I should like to support it. In voting against it, I wish the RECORD to show that I am hurting myself financially more, denying myself more, inflicting a greater financial loss on myself than I am denying to any constituent of mine who is covered by the bill.

I cannot vote for it because we have a national debt, or will soon have one, of about \$324 billion—the new debt limit. The Federal debt is rapidly increasing. I must ask myself, if I vote for it, where are we going to get the money with which to pay the additional \$500 million annual cost of Government that it will incur.

We cannot get it from the Federal Treasury. It is not there to get.

We do not have the money. We must borrow it. That is the only way we can get the money. We must borrow it at interest. We cannot borrow it free of interest.

Therefore, we are increasing the deficit that will occur hereafter each year by about \$500 million when we vote for the bill. The deficit in the past 4 years has aggregated about \$26.4 billion, or about \$6.5 billion annually.

Is a balanced budget in sight? The answer is "No." I believe there is a slight suggestion, or a vague suggestion, from the Secretary of the Treasury that we may be able to balance the budget in 1967. But I take that prophecy with a large grain of salt. I heard the minority leader today quote a distinguished authority on his side of the aisle who indicated that it will not be balanced until 1972.

I do not believe it will be balanced again at any time in the foreseeable future. There is nothing to indicate that it will be.

We are not now on the right track to balance it on either of those dates, or at

any future date because we are continuously increasing the cost of Government.

Last year we reduced taxes by \$11 billion. Last week the Senate voted further to reduce taxes by about \$600 million. The House did not go along with that reduction. Therefore we will not immediately sustain that loss.

However, we are increasing the cost of Government continuously.

I ask unanimous consent to have printed in the RECORD at this point tables which show that this Congress, the 88th Congress, has already enacted legislation, which will increase the cost of Government by \$7,216 million the first year following its enactment. Over the first 5-year period following its enactment the cost will be \$26,706 million annually.

There being no objection, the tables were ordered to be printed in the RECORD, as follows:

ESTIMATED COST OF MAJOR LAWS ENACTED DURING THE 88TH CONG. AND ADDITIONAL RECOMMENDED BY THE ADMINISTRATION AWAITING ACTION

*Summary statement of total estimated cost of major laws passed and of others sponsored by the administration that are still awaiting action*

|                                                                                                         | 1st-year cost   | 5-year cost     |
|---------------------------------------------------------------------------------------------------------|-----------------|-----------------|
| <b>Public laws:</b>                                                                                     |                 |                 |
| Nondefense programs already public law will cost.....                                                   | \$2,547,000,000 | \$3,592,000,000 |
| Additional defense spending now public law will cost.....                                               | 3,243,000,000   | 16,215,000,000  |
| Space technology increase over fiscal 1963 for fiscal 1964.....                                         | 1,426,000,000   | 7,230,000,000   |
| Subtotal of spending already public law.....                                                            | 7,216,000,000   | 27,037,000,000  |
| <b>Awaiting Senate or House action:</b>                                                                 |                 |                 |
| Administration nondefense proposals awaiting action will cost.....                                      | 7,186,000,000   | 24,346,000,000  |
| Space technology increase for fiscal 1965 over fiscal 1964.....                                         | 590,000,000     | 2,360,000,000   |
| Defense increases largely offset by decreases.....                                                      |                 |                 |
| Subtotal of nondefense and defense and spending programs awaiting action.....                           | 7,776,000,000   | 26,706,000,000  |
| Grand total of both defense and nondefense spending proposals, both public law and awaiting action..... | 14,992,000,000  | 53,743,000,000  |

NOTE.—These estimates are reasonably accurate, although they are not, of course, exact.

*Nondefense spending increases*

COST OF MAJOR BILLS PASSED AND WHICH ARE NOW PUBLIC LAWS

| Public law number and objective                                              | 1st-year cost | 5-year cost   |
|------------------------------------------------------------------------------|---------------|---------------|
| 1. Public Law 88-25, area redevelopment program, added funds.....            | \$450,000,000 | \$450,000,000 |
| 2. Public Law 88-101, increase in resources of Export-Import Bank.....       | 2,000,000,000 | 2,000,000,000 |
| 3. Public Law 88-129, health program, medical facilities and personnel.....  | 34,000,000    | 750,000,000   |
| 4. Public Law 88-136, immunization program for children.....                 | 13,000,000    | 63,000,000    |
| 5. Public Law 88-156, mental health and retardation and maternal health..... | 50,000,000    | 1,329,000,000 |
| Total nondefense spending programs now public law.....                       | 2,547,000,000 | 3,592,000,000 |

COST OF PROPOSALS SUPPORTED BY THE ADMINISTRATION THAT ARE STILL BEFORE CONGRESS

| Bill description and number                                              | 1st-year cost | 5-year cost     | Present status of proposal                              |
|--------------------------------------------------------------------------|---------------|-----------------|---------------------------------------------------------|
| 1. Food for Peace, increase in program (S. 2687).....                    | \$500,000,000 | \$500,000,000   | Passed Senate Apr. 4, 1963.                             |
| 2. Urban mass transit (S. 6).....                                        | 100,000,000   | 375,000,000     | Passed House June 25, 1964.                             |
| 3. Federal employees' salary adjustment (H.R. 11049).....                | 533,000,000   | 2,660,000,000   | Passed House June 11, 1964.                             |
| 4. Area redevelopment (S. 1163).....                                     | 455,000,000   | 465,000,000     | Passed Senate June 26, 1963<br>(House Rules Committee). |
| 5. Housing and urban renewal <sup>2</sup> (H.R. 9751, S. 2468).....      | 1,631,000,000 | 1,631,000,000   | In hearings.                                            |
| 6. Fallout shelter (H.R. 8200; S. 844).....                              | 300,000,000   | 300,000,000     | Passed House Sept. 17, 1963.                            |
| 7. Food stamp extension of pilot program (H.R. 10222).....               | 25,000,000    | 400,000,000     | Conference June 30, 1964.                               |
| 8. Aid for Appalachia (H.R. 11065; S. 2782).....                         | 252,000,000   | 3,000,000,000   | In hearings.                                            |
| 9. Conservation funds (H.R. 3846; S. 859).....                           | 60,000,000    | 300,000,000     | H. Rept. 900, Nov. 14, 1963.                            |
| 10. Medical care for aged under social security (H.R. 3920; S. 880)..... | 1,100,000,000 | 5,500,000,000   | Hearings in House.                                      |
| 11. Poverty program (H.R. 11377; S. 2642).....                           | 962,500,000   | \$2,887,500,000 | H. Rept., June 3, 1964.                                 |
| 12. Education omnibus program—Federal aid (H.R. 3000; S. 580).....       | 1,215,000,000 | 6,075,000,000   |                                                         |
| 13. Extension and increase in Hill-Burton (H.R. 10041).....              | 52,500,000    | 262,500,000     | Passed House May 25, 1964.                              |
| Total nondefense spending pending.....                                   | 7,186,000,000 | 24,346,000,000  |                                                         |

<sup>1</sup> 4-year program.

<sup>2</sup> Supposedly a 1-shot program.

<sup>3</sup> 3-year program.



Mr. McCLELLAN. Now I am happy to yield to the distinguished Senator from Georgia.

Mr. RUSSELL. Mr. President, the Senator from Arkansas referred to measures that would further unbalance the budget. I noticed he did not refer to the fact that the Budget also suggests pay increases for the members of the armed services amounting to between \$250 million and \$300 million a year.

The armed services do not have unions. They do not have legislative representatives in Washington. They are unable to lobby among Members of Congress. Therefore, they always await action on the increases in pay for civilian employees.

I must also say that the members of the Armed Forces do not work a 40-hour week. Some of them are being killed in Vietnam now—and I am confident that some of them do not know exactly why. But they render great services in protecting this country.

When the bill is passed—as I am confident it will be—I shall regard it as my duty to hold hearings to at least equalize the position of the members of the armed services with that of civilian employees, who have a safe assignment at home, a 40-hour week, and substantial increases in pay, but are not required to place their lives in jeopardy by defending their country.

Mr. McCLELLAN. I thank the Senator from Georgia. The bill does invite further increases in the cost of government. Not only that; it invites a break in the hold-the-line policy in industry with respect to wages and profits. Negotiations are now underway in one of our vital industries—the automobile industry—for a large increase in wages. That will also mean an increase in prices of new automobiles. They propose to go beyond the yardstick that the President has suggested is necessary to hold the line in order to prevent inflation.

If we pass this bill and add another \$500 million to the cost of government by raising our salaries by 33⅓ percent, and grant the other salary raises it provides, then where is that yardstick which the President established at about 3 percent as being all that could be justified? We shall be inviting everyone to say that he shall have to have higher wages and salaries—more money. The primary responsibility rests upon Congress to set an example and not break the barrier, a barrier which, if broken, can lead to great inflationary pressures—and thus to a dangerous inflationary spiral.

Mr. RUSSELL. Does the Senator from Arkansas believe that it would be fair to grant these increases but deny an even more modest increase to the members of the armed services?

Mr. McCLELLAN. No; if we grant this increase, I think the wage earner is entitled to come in through bargaining channels and say, "We are entitled to more. What will the barrier mean if we break it? What does the guideline mean if Congress itself is not going to respect it. If the administration itself is not going to observe it, why should we single out labor and business, and

try to say that they should not have similar increases?

Mr. GORE. Mr. President, will the Senator yield?

Mr. McCLELLAN. I am happy to yield.

Mr. GORE. Mr. President, it is difficult for one to face objectively the issue of a pay increase for the many employees of the Government in an election year. It seems that this question is before us in almost every election year.

Difficult as it is, I shall vote against the bill for several reasons. First, the bill contains many unjustified benefits, including an increase in excess of \$600 a month in the compensation of already inactive Federal judges, an increase in the salary of the Sergeant at Arms of the Senate from \$21,500 to \$27,500, an increase in the salary of Senate pages to approximately \$5,000, and a substantial increase in the pay of rural carriers, whose short hours already make that position among the most sought after in the country.

Moreover, as the Senator has said, with the tax cut, it will be necessary to borrow every dollar to pay this more than \$500 million increase in the Federal budget.

Mr. McCLELLAN. I thank the Senator from Tennessee. There are two other points I wish to make. In the first place, the argument has been made that this Government is the biggest corporation or business in the world and that we, the Members of Congress, are its directors. That we ought to have compensation that is somewhat comparable to that of the directors of large corporations in private enterprise. I am not arguing against that. I have received—as I am sure other Senators have—many letters saying that Senators and Representatives are not worth that much. I do not agree with that at all. That is not the reason why I oppose the bill. Any Member of Congress who is competent and capable of meeting the responsibilities and fulfilling the duties of a United States Senator, and who is worthy of serving in either body of Congress, is worth \$30,000 a year, and possibly more, as compared with the level of our economy and what is paid in business and industry. That is not the reason for my opposition to this bill. But if we want to think in terms of private corporations, let me ask this question: What board of directors of a private corporation would vote themselves a 33⅓-percent (\$7,500) increase in salary with a record of deficits year after year after year, such as has occurred in the operation of the Federal Government under the direction of the Congress? Such a board of a corporation would not last at all. The corporation would soon go bankrupt, and the directors would be fired by the stockholders. So a sound argument for this bill cannot be put on that premise. It cannot be made to stand.

I wish to make one final observation. Sacrifice, if there is to be any, should begin with us. If we sincerely desire to pursue sound fiscal policies and balance the budget; if we mean to best serve our country; we should be willing

to make some sacrifice. We are doing it on our present salary; I do not think there is any question about that. I think sacrifice is involved here. But I think the times call for it. They demand sacrifice on our part. We in this body should set the example. We ride herd on administrative agencies to economize so that we might not go into debt so much, so fast, and so deep. So, we should exercise due restraint ourselves.

If we pass the bill, we will not be asking, "What can I do for my country?" We will be asking, "What can my country do for me?" We shall be writing a ticket that will be reversing what the great President Kennedy said in his inaugural address. We shall be rephrasing and in practice reversing his famous remark—admonition.

I cannot go along with the bill. That is the way I feel about it. I do not believe that I am morally justified in voting a pay increase for myself under these circumstances and charging that increase into the national debt for some future generation to pay. No, I do not think they will pay it if we do pass the bill; but it will be an added burden on the next generation. I do not believe that we of this generation should charge that character of expense to the next generation.

I therefore cannot vote for the bill. I shall be compelled to vote against it.

Mr. President, I ask unanimous consent to have printed at this point in the RECORD an editorial entitled "Caution Light," published in the Washington Evening Star of July 1, 1964.

There being no objection, the editorial was ordered to be printed in the RECORD, as follows:

#### CAUTION LIGHT

This is D-day for the beginning of a test which will make or break President Johnson's effort to hold the line against inflation.

With the opening of contract talks between the United Automobile Workers and the big three in the automobile industry, the issue is clearly drawn.

Mr. Johnson is committed to a guideline which would hold wage increases within the limits of higher productivity—generally 3.2 percent. But George Meany, president of the AFL-CIO, is openly defiant. If we think a higher wage rise is justified, he has said, we "will not be stymied by guidelines." Walter Reuther, UAW head, is calling for a 4.9 increase for his union members, along with other substantial boosts in benefits. And the AFL-CIO executive council has formally proclaimed that "neither wage nor price restraints are tolerable in a free society except in the gravest national emergency and then only when coupled with restraints upon excess profits."

What will emerge from all this remains to be seen. But it could be of crucial importance.

President Johnson says he has set up an early warning system and that he will draw public attention to any excesses by unions or management. To us, this sounds as though he is thinking in terms of a slap on the wrist. Henry Ford II is taking a tougher line. He told a business audience last month that willingness on the part of the public, Government, and management to accept a strike, if necessary, is part of the price we must pay for the preservation of free and responsible collective bargaining—whether that willingness is ever put to the test or not.



Well, we'll see. The industry has been prospering, and it may take a strike rather than see the guideline broken. But it is doubtful that either the union or the industry is really thinking seriously in strike terms.

The big threat is an excessive wage increase followed by a price increase. Doubtless big labor and big business would survive. But the little fellows, especially those living on more or less fixed incomes, will face ruin if the monster of inflation is turned loose again in this country.

**Mr. MANSFIELD.** Mr. President, I have only one more request for time. I yield 2 minutes to the Senator from Oregon; then I shall yield back the remainder of my time.

**Mr. MORSE.** Mr. President, I have decided to vote for the bill. I wish to say to the distinguished Senator from Georgia [Mr. RUSSELL] that I shall support a substantial increase in pay for the members of the armed services, at least those in the lower and medium pay brackets. In no case will I support a percentage figure for members of the armed services less than the lowest percentage increase provided in this bill.

So long as we cannot do away with the excise taxes, we need to stimulate the economy for the purchases of civilian goods. We should repeal the excise tax and I shall do all that I can to achieve that objective.

Also, before Congress adjourns, I shall offer legislation by way of a rider on the floor of the Senate that will increase social security payments by at least 10 percent more than the largest percentage increase in pay provided in this bill, and probably more.

But so long as Congress can continue to waste money on the foreign aid bill, at least half of the money that the Foreign Relations Committee authorized this afternoon, and throw that money down the ratholes around the world, not only without justification but also to the long-time detriment of the United States, I am not going to be too concerned about passing a pay bill that will enter into the economic stream of American life.

I am a strong believer in taking care of our problems at home before we waste our money abroad. Because we have been following this unsound course of action in regard to not decreasing excise taxes, not increasing social security benefits, and not giving a fair deal to those members in our armed services, I have decided to vote for the bill in the hope that in the long run the increase in pay may result in making the Government service more enlightened within those who have been following the mistaken policy which now characterizes the legislative process.

So, Mr. President, I shall vote for the bill.

**Mr. DIRKSEN.** Mr. President, I yield back the remainder of my time.

**Mr. THURMOND.** Mr. President, I am opposed to H.R. 11049, the Pay Raise Act of 1964, in the form in which it is now before the Senate. My newsletter of June 22, 1964, to my constituents outlines my reasons for opposing the bill. I ask unanimous consent that this newsletter, entitled "On Increasing Pay," be

printed in the CONGRESSIONAL RECORD at the conclusion of these remarks.

There being no objection, the newsletter was ordered to be printed in the RECORD, as follows:

#### ON INCREASING PAY

(By Senator STROM THURMOND)

The Senate will be soon called on to vote on a pay increase for all Federal Government employees. The bill would cost an additional \$534 million per year. It covers all Government employees, including members of the Supreme Court, the Congress, and executive branch officials up to and including the Vice President. For most Government employees, this would be the third pay increase in 21 months, the first having gone into effect in October 1962, the second in January 1964, and this one would be effective on being signed into law, except for Members of Congress who would wait until January.

In the past I have voted for most Government pay increases. I want to see Federal workers adequately paid. In fact, I would be willing to support a cost-of-living increase this year. However, this legislation goes far beyond providing a cost-of-living increase for the higher level jobs. Members of Congress would, for instance, receive an increase of 33 1/3 percent or even more if the Senate pushes the congressional boost from \$22,500 to \$32,500.

It is my conviction that individuals offering for elective office should not be looking for financial gain. Public office is a public trust, and the chief aim of those in public office should be service to the public.

One of the reasons the congressional increase is being pushed is so that high-level employees can be raised. Many of them are now almost on a pay par with the Congress. There is a general understanding that they will not be paid as much or more than the Members of Congress, thus the invitation for the Congress to raise its own pay.

The spread in pay increases for Government employees would range from 3 to 33 1/3 percent. The lower percentage figures would be made applicable to the lower pay grades where the increases are most needed. Many top-level administrative jobs would be boosted by as much as \$4,500 per year. This is more than many people in America make each year. This hike for the upper levels is sought to be justified on the plea that good employees are leaving Government because they cannot live off \$20,000 per year. One of those who recently left Government for greener pastures was Walter Heller, former Chairman of the President's Board of Economic Advisers. He is the man who tried to sell the country on the false economic theory that deficit spending is not only necessary for our country, but is actually better for us in time of war and peace.

Recently President Johnson announced that "He (Heller) has gone \$16,000 into debt because of Government service and has been forced to leave." Heller could not survive in Washington for a few years off \$20,500 per year and the very type of deficit spending which he charted for our Government. Instead of being an argument for this bill, the Heller story constitutes one of the most essential reasons for voting against the bill, especially if more of these impractical apostles of big spending follow his example and get out. Several have already done so.

One of the principal reasons this bill in its present form should be defeated is simply because the U.S. Treasury cannot afford to add another \$500 million annually to our deficits. The Congress is being asked now to raise the debt limit to \$324 billion, and the deficit for this fiscal year is estimated to be \$8.8 billion.

Both psychologically and as a practical matter, this gigantic pay boost would set the

stage for an inflationary spiral through increased wage and price demands in industry at a time when the President has called for restraint and responsibility in wage and price demands.

Even if the President is unwilling to heed his own advice, the Congress should be willing to set the example of restraint and responsibility for the Nation, especially with regard to its own proposed pay increase of \$7,500 or \$10,000 per year.

No company of stockholders would permit its board of directors to spend billions more than the company's income in 29 of the last 35 years and then vote itself a pay raise of 33 1/3 percent or more to add to the company's growing indebtedness. The stockholders of our government, the taxpaying public, should take this same attitude. The public should demand that big spending in government be stopped and that the Congress set the example for "restraint and responsibility" in spending and all spheres of government activities.

**Mr. DOUGLAS.** Mr. President, the defeat of the Proxmire motion to eliminate congressional salaries from the pay increase bill places me, as it does many others, in a cruel dilemma as regards the proper vote which I should cast on the question of passage of the bill.

I believe in increasing the pay in the postal service, the pay for the judiciary, and the pay for those in the classified civil service. I accept an increase in the pay of the top administrators as probably necessary in the society in which we live; although I hope the joy and honor of public service, rather than material emoluments, may be the main motivation for them, as indeed it should be for all others.

I recognize that the public administrators do not have the opportunity for legitimate outside earnings which we in Congress possess. I also know that they and their families predominantly live and move in the social circles of the so-called "managerial elite," where the prestige of the family depends in large part upon the salary which the head of the household receives. These are the realities; and, as a realist, I accept them. An increase in the salaries of these men and women is probably necessary if we are to retain them in public service, although I hope—somewhat wistfully—that money will not be the main incentive for their work.

I am, therefore, in favor of all parts of the present bill except that which provides for an increase in congressional salaries. Some of us have failed in our efforts to eliminate this feature; and we are now confronted with the question of how we should vote on the bill as it now stands. I believe that three lines of action are open to me and to others in the same position.

First. We can vote for the bill, in order to show our support for the salary increases for the million and three-quarter others, and can swallow our scruples at voting for an increase for ourselves.

Second. We can vote against the bill, in order to emphasize our opposition to the congressional pay increase. But this would help to deprive the army of Federal workers of salary increases which are justly theirs.



Third. We can ask to be excused from voting, because of a conflict of interest. In ordinary situations, where such conflicts of interest are confined to a few Members, this might well be the proper thing to do. But in connection with a matter such as this, in which the interests of all Members are involved, such a course could not be universalized, since then the entire Congress would be immobilized. The granting of such immunity from voting by the Senate could therefore only be an act of indulgence to the specific individuals, and could not be universalized.

None of these alternatives is perfect. Each and every one has vital flaws. I have no certainty that my own final decision is correct; but I have reluctantly decided to vote for the bill, in order not to deprive a million and three-quarters others of the salary increases which I believe are necessary and desirable. If I am criticized, on the ground that this does bring with it an increase in my own pay, I can only say that I supported and voted for the amendment to strip from the act any special benefits for myself.

Mr. HUMPHREY. Mr. President, in 1962 the U.S. Congress passed the Federal Salary Reform Act, and went on record in favor of comparability between pay for Government employees and pay for private-enterprise employees at the same levels. Once taken, even such a fundamental change has a way of looking inevitable. It now seems to us only proper that the Government should be prepared to compete for able employees, and that these employees should not be stigmatized with consistently lower salaries than those of their counterparts in private industry.

The policy was accepted by Congress for valid and compelling reasons. The bill we are now considering is the first effort to apply in a thorough and comprehensive fashion the announced policy. Its details have been hammered out during months of work by the respective Post Office and Civil Service Committees of the House and Senate and during debate on the floor of the House. The Senate committee has made several significant improvements over the House version of the bill, including an increase in the salary of middle-management career employees.

The bill does not merely reflect the sentiment in favor of salary increases, although this sentiment is apparent and strong. The pay increases for career employees have been taken out of the realm of whim and pressure politics, and have been placed on a sound statistical basis. Our duty is to verify the facts and figures presented and to determine whether the bill under consideration does indeed apply fairly the comparability principle, and whether we can afford to make good our commitment.

I believe we cannot afford to ignore it. We must offer Federal employees a guarantee of financial security and an incentive to remain with the Government and to increase their skills. The career employees of the Federal Government are a great force for stability and continuity. They watch elected and appointed officials come and go, and they

faithfully serve each new administration. They are the capacious hold of the ship of government, and their expertise and experience are the machinery which keep that ship afloat, in whatever direction the helm is turned.

The news in this bill is its reappraisal of executive, judicial, and legislative salaries. These provisions are largely based on study and recommendations by the Advisory Panel on Federal Salary Systems. This panel was charged with the task of bringing order out of a chaotic salary structure, fraught with contradictions and inadequate to the task of attracting and keeping the high-quality executives our Nation needs and deserves. The Randall report has carried out its mandate to recommend appropriate levels of salaries, and to establish proper relationships between the salaries of executives, career employees, Members of Congress, and the judiciary. The panel did an outstanding job; and its recommendations, in modified form, are reflected in the present bill.

This bill is controversial. But at the moment we are not engaged in a popularity contest. We are seeking a reasonable and effective solution of a problem that long has plagued the Government.

Mr. President, the 88th Congress has been neither timid nor indolent in facing its tasks and responsibilities. We have frankly settled a legislative issue that has bedeviled Congress for decades, by passing a Civil Rights Act based firmly on the principle of equal rights under the Constitution for every American citizen.

The bill now before us is not so sweeping in its scope or so morally imperative; but it has deep significance for the future, and deep practical importance for the present. It embraces the question of whether we shall demand and reward excellence in the men and women who hold high positions of trust in our Government. It confronts the problem of keeping these posts open to talent from all income strata, and not making them, by default, the private preserve of the wealthy.

Of course, those of us charged with upholding the dignity and the quality of these top positions are the temporary beneficiaries of our own action. This responsibility cannot be made impersonal. We are men and women much like our successors, and most of us welcome a boost in salary which will allow us to meet from our salaries the unusual expenses of our office.

I do not think Congress has shown undue liberality in its own behalf. It has been almost a decade since we have considered a raise in our salaries. In that decade, we have involuntarily acquired the expensive habit of commuting. There was a time when political pulses could be felt and political fences mended during a long and leisurely summer and fall at home; but those days are irrevocably departed, and the precedent of a long session is well established.

Times have changed dramatically; and it is appropriate that we modernize a pay structure which not only has kept congressional salaries unrealistically low, but also has depressed the entire pay scale of Government officers, which traditionally is governed by congressional pay.

The bill before us recognizes the enormous recent expansion in recent decades of the responsibility in top levels of Government. No other comparable period has witnessed such a multiplication of the demands upon Federal officers. Not only have these years brought a vast increase in population, and sweeping changes in our domestic economy and social structure; they have also confirmed our inescapable obligation to active participation in international and interspatial affairs. Our top Government officers are not only leaders of the richest and most powerful Nation on earth; they also exercise unparalleled influence in world affairs. No valid comparisons can be drawn between the responsibilities of these men and those who hold positions in private industry; and this bill rightly makes no attempt to establish strict comparability.

Public service has traditionally, and proudly, been associated with certain material sacrifices. But the compensation must be sufficient to encourage men and women of ability and dedication to seek Federal service, knowing they can meet the financial obligations of their office and their responsibilities to their families. If this standard is met, we may confidently expect that the honor, the challenge, and the opportunity for Government service will continue to provide the intangibles that outweigh the inevitable disparity which will persist between governmental salaries and industrial salaries.

Finally, the point should be made, and reiterated, that a rational and realistic pay structure is not nearly so costly as incompetence, apathy, and chronic turnover. Competence and high morale are essential ingredients for true economy.

As our President—an indisputably frugal man—well understands, good Government depends on good people. The U.S. Government is not a machine which operates only on abstract principles. It is an organization of men and women. The availability and willingness to serve of outstanding and conscientious men and women determine to a large degree the effectiveness and accomplishments of our Government. We have a President who knows how to use a first-class organization; let us make sure that is what he has.

Mr. MILLER. Mr. President, I shall vote against the pay increase bill. I would have supported the salary increases for the classified civil service employees, many of whom in the lower income brackets are finding it difficult to support their families and educate their children in a manner befitting our Federal employees. Plentiful statistics on the Federal employment situation reflect a serious problem of turnover in jobs, and show that numerous employees leave the service, for higher paying jobs in private industry. This turnover problem is costly to the taxpayers, and is even more costly than will be the cost of additional compensation in order to put these employees on a basis comparable with private industry.

But unfortunately the leadership of the House and Senate decided, over the opposition of the Government employees'



representatives, to tack on very large salary increases for hundreds of presidential appointees, members of the judiciary, and Members of Congress—apparently with the idea that such increases could not stand on their own merits in a separate bill. If, indeed, they are justifiable, why were they not placed in a separate bill? But they were not.

It would not have been so bad if these increases for others in the high-income brackets had not been so great. I believe that a \$10,000 a year increase for the members of the Cabinet is excessive. I believe that a \$7,500 a year increase for Members of Congress is somewhat excessive, particularly in the face of rejection by a majority of the Members of the Senate of the amendment, offered by the Senator from Delaware [Mr. WILLIAMS], which would have prevented the Executive appointee and legislative increases from going into effect until after completion of a year in which we had a balanced budget. The adoption of such an amendment would have had a salutary influence on members of the executive branch and Members of Congress toward keeping faith with the purchasing power of the peoples' hard-earned money, which is steadily being eroded by the inflation which multibillion dollar deficit spending is causing.

I believe that a majority of the taxpayers would have supported a modest increase in salary for these presidential appointees, judges, and Members of Congress. Such an increase runs to the office—not to the individuals who occupy the office today, and may be gone tomorrow. My amendment to provide for increases of \$5,000 for these various positions was rejected by a majority of my colleagues. Such being the case, they must bear the responsibility for the passage of this bill.

The PRESIDING OFFICER. All time on the bill has now been yielded back. The bill having been read the third time, the question is, Shall it pass? On this question the yeas and nays have been ordered; and the clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. FULBRIGHT (when his name was called). On this vote I have a pair with the Senator from Louisiana [Mr. ELLENDER]. If he were present and voting, he would vote "nay." If I were at liberty to vote, I would vote "yea." I withhold my vote.

Mr. JORDAN of Idaho (when his name was called). On this vote I have a pair with the Senator from Hawaii [Mr. FONG]. If he were present and voting, he would vote "yea"; if I were at liberty to vote, I would vote "nay." I withhold my vote.

Mr. WALTERS (when his name was called). Mr. President, on this vote I have a pair with the Senator from Colorado [Mr. DOMINICK]. If he were present and voting, he would vote "nay"; if I were at liberty to vote, I would vote "yea." I withhold my vote.

Mr. WILLIAMS of Delaware (when his name was called). Mr. President, on this vote I have a pair with the Senator from Kansas [Mr. CARLSON]. If he were

present and voting, he would vote "yea." If I were at liberty to vote, I would vote "nay." I withhold my vote.

The rollcall was concluded.

Mr. CHURCH (after having voted in the negative). Mr. President, on this vote I have a pair with the Senator from Texas [Mr. YARBOROUGH]. If he were present and voting, he would vote "yea." If I were at liberty to vote, I would vote "nay." I withdraw my vote.

Mr. MANSFIELD (after having voted in the affirmative). Mr. President, on this vote I have a pair with the Senator from Nebraska [Mr. HRUSKA]. If he were present and voting, he would vote "nay"; if I were at liberty to vote, I would vote "yea." I withdraw my vote.

Mr. PEARSON (after having voted in the negative). Mr. President, on this vote I have a pair with the Senator from Massachusetts [Mr. KENNEDY]. If he were present and voting, he would vote "yea"; if I were at liberty to vote, I would vote "nay." I withdraw my vote.

Mr. HUMPHREY. I announce that the Senator from Louisiana [Mr. ELLENDER], the Senator from Michigan [Mr. HART], and the Senator from Georgia [Mr. TALMADGE] are absent on official business.

I also announce that the Senator from California [Mr. ENGLE], the Senator from Indiana [Mr. BAYH], and the Senator from Massachusetts [Mr. KENNEDY] are absent because of illness.

I further announce that the Senator from Texas [Mr. YARBOROUGH] and the Senator from Florida [Mr. SMATHERS] are necessarily absent.

I further announce that, if present and voting, the Senator from Florida [Mr. SMATHERS] would vote "yea."

Mr. KUCHEL. I announce that the Senator from New Hampshire [Mr. CORTON], the Senator from Hawaii [Mr. FONG], the Senator from Nebraska [Mr. HRUSKA], and the Senator from Massachusetts [Mr. SALTONSTALL] are necessarily absent.

The Senator from Colorado [Mr. DOMINICK] and the Senator from Kansas [Mr. CARLSON] are detained on official business.

On this vote, the Senator from Massachusetts [Mr. SALTONSTALL] is paired with the Senator from New Hampshire [Mr. CORTON]. If present and voting, the Senator from Massachusetts would vote "yea" and the Senator from New Hampshire would vote "nay."

The respective pairs of the Senator from Hawaii [Mr. FONG], the Senator from Kansas [Mr. CARLSON], the Senator from Colorado [Mr. DOMINICK], and that of the Senator from Nebraska [Mr. HRUSKA] have been previously announced.

The result was announced—yeas 58, nays 21, as follows:

[No. 468 Leg.]

#### YEAS—58

|          |              |           |
|----------|--------------|-----------|
| Alken    | Burdick      | Edmondson |
| Allott   | Byrd, W. Va. | Ervin     |
| Anderson | Cannon       | Goldwater |
| Bartlett | Case         | Gruening  |
| Beall    | Clark        | Hartke    |
| Bible    | Dirksen      | Hayden    |
| Boggs    | Dodd         | Hill      |
| Brewster | Douglas      | Humphrey  |

|              |           |
|--------------|-----------|
| Inouye       | McIntyre  |
| Jackson      | McNamara  |
| Javits       | Metcalf   |
| Johnston     | Monroney  |
| Jordan, N.C. | Morse     |
| Keating      | Morton    |
| Kuchel       | Moss      |
| Long, Mo.    | Muskie    |
| Long, La.    | Nelson    |
| Magnuson     | Neuberger |
| McCarthy     | Pastore   |
| McGee        | Pell      |

|                |
|----------------|
| Prouty         |
| Proxmire       |
| Randolph       |
| Ribicoff       |
| Scott          |
| Smith          |
| Sparkman       |
| Symington      |
| Williams, N.J. |
| Young, N. Dak. |

#### NAYS—21

|              |           |             |
|--------------|-----------|-------------|
| Bennett      | Holland   | Robertson   |
| Byrd, Va.    | Lausche   | Russell     |
| Cooper       | McClellan | Simpson     |
| Curtis       | McGovern  | Stennis     |
| Eastland     | Mecham    | Thurmond    |
| Gore         | Miller    | Tower       |
| Hickenlooper | Mundt     | Young, Ohio |

#### NOT VOTING—21

|          |               |                |
|----------|---------------|----------------|
| Bayh     | Fong          | Pearson        |
| Carlson  | Fulbright     | Saltonstall    |
| Church   | Hart          | Smathers       |
| Cotton   | Hruska        | Talmadge       |
| Dominick | Jordan, Idaho | Walters        |
| Ellender | Kennedy       | Williams, Del. |
| Engle    | Mansfield     | Yarborough     |

So the bill (H.R. 11049) was passed.

Mr. MANSFIELD. Mr. President, I move to reconsider the vote by which the bill was passed.

Mr. JOHNSTON. Mr. President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

Mr. JOHNSTON. Mr. President, I move that the Senate insist on its amendment to H.R. 11049, and ask for a conference with the House, and that the Chair be authorized to appoint the conferees on the part of the Senate.

The PRESIDING OFFICER. Without objection, it is so ordered. The Chair appoints the following conferees: Mr. JOHNSTON, Mr. MONRONEY, and Mr. CARLSON.

Mr. LAUSCHE. Mr. President, I do not have to run for election, if ever, until the year 1968. I have had no inhibition with respect to the votes which I have cast. They have been motivated solely for the purpose of serving the people of the country.

In my opinion, what has happened on the floor of the Senate today and yesterday is inimical to the security of the country.

Under the bill which has been passed, I shall be entitled to a raise in my salary of \$7,500. If other Senators are entitled to it, I believe that I am.

I am conscientiously of the opinion that I have tried to preserve the security of my country. I have subordinated my interest in every instance where I thought that subordination was necessary.

I now announce that although others have done far more harm to my country than I have—and on that basis I am far more entitled to the \$7,500 pay increase—I will not accept it. I will inform the paying officer that, in my judgment, what has been done is erroneous. It is not in the interest of the country. It is a theft upon savings of annuitants and pensioners. And therefore, I will not take this increased payment.

#### MESSAGE FROM THE HOUSE

A message from the House of Representatives, by Mr. Bartlett, one of its



reading clerks, informed the Senate that, pursuant to the provisions of House Concurrent Resolution 179, 88th Congress, the Speaker had appointed Mr. FALLON, of Maryland, and Mr. CRAMER, of Florida, as members on the part of the House of the special committee to convey to the members of the American Association of State Highway Officials an expression of appreciation by the Congress of the praiseworthy accomplishments under their leadership.

The message announced that the House had agreed to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the House to the bill (S. 2) to establish water resources research centers at land-grant colleges and State universities, to stimulate water research at other colleges, universities, and centers of competence, and to promote a more adequate national program of water research.

The message also announced that the House had agreed to the amendment of the Senate to the bill (H.R. 6455) to amend subsection (b) of section 512 of the Internal Revenue Code of 1954 (dealing with unrelated business taxable income).

The message further announced that the House had agreed to the amendments of the Senate to the bill (H.R. 8590) to incorporate the Aviation Hall of Fame.

The message also announced that the House had agreed to the report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the Senate to the bill (H.R. 10456) to authorize appropriations to the National Aeronautics and Space Administration for research and development, construction of facilities, and administrative operations, and for other purposes.

The message further announced that the House had agreed to the amendment of the Senate to the concurrent resolution (H. Con. Res. 321) establishing that when the House adjourns on Thursday, July 2, 1964, it stand adjourned until 12 o'clock noon on Monday, July 20, 1964.

#### REQUEST OF PRESIDENT OF THE UNITED STATES TO RETURN TO THE HOUSE OF REPRESENTATIVES ENROLLED BILL (H.R. 10053) TO AMEND SECTION 502 OF THE MERCHANT MARINE ACT OF 1936

Mr. MANSFIELD. Mr. President, I send to the desk a concurrent resolution and ask for its immediate consideration.

The PRESIDING OFFICER. The clerk will state the concurrent resolution.

The legislative clerk read the concurrent resolution (H. Con. Res. 323), as follows:

The President of the United States is requested to return to the House of Representatives the enrolled bill (H.R. 10053) to amend section 502 of the Merchant Marine Act, 1936, relating to construction differential subsidies. If and when said bill is returned by the President, the action of the Presiding Officers of the two Houses in sign-

ing the bill shall be deemed rescinded; and the Clerk of the House is authorized and directed, in the reenrollment of said bill, to make the following correction:

Strike out all after the enacting clause and insert in lieu thereof the following: "That the proviso in the second sentence of subsection (b) of section 502 of the Merchant Marine Act, 1936, as amended (46 U.S.C. 1152(b)), is amended by striking out 'June 30, 1964' and inserting in lieu thereof 'June 30, 1965.'"

The PRESIDING OFFICER. Is there objection to the request of the Senator from Montana?

There being no objection, the concurrent resolution was considered and agreed to.

#### WATER RESOURCES RESEARCH CENTERS—CONFERENCE REPORT

Mr. ANDERSON. Mr. President, I submit a report of the committee of conference on the disagreeing votes of the two Houses on the amendments of the House to the bill (S. 2) to establish water resources research centers at land-grant colleges and State universities, to stimulate water research at other colleges, universities, and centers of competence, and to promote a more adequate national program of water research. I ask unanimous consent for the present consideration of the report.

The PRESIDING OFFICER. The report will be read for the information of the Senate.

The legislative clerk read the report.

(For conference report, see House proceedings of June 30, 1964, pp. 14997-14998, CONGRESSIONAL RECORD.)

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

There being no objection, the Senate proceeded to consider the report.

Mr. ANDERSON. Mr. President, I ask unanimous consent to have printed in the RECORD a colloquy on the conference report on S. 2.

There being no objection, the colloquy was ordered to be printed in the RECORD, as follows:

#### COLLOQUY ON S. 2 CONFERENCE REPORT

Question. I have a question or two about the changes in S. 2 as agreed upon in conference. In section 100(b) it is provided that a Water Resources Research Institute may arrange for research by a component or components of the college or university with which it is affiliated.

This language indicates that the institute is intended to be collegewide or university-wide and not attached to a single component, or school, like the engineering school or the agricultural section, of the college or university.

Answer. That is correct. Water involves nearly all disciplines in the field of knowledge and all should be available to a water resources research center. The original Senate bill said the institutes should be college-wide or universitywide. In conference we agreed the words were not necessary since the institute is clearly to be a part of the whole college or university, not a part of a single department within it.

Question. The second part of my question involving this same subsection. The bill encourages the colleges and universities in two or more States to unite in a single center. Elsewhere it encourages the college or university selected for the center or institute to

seek cooperation of other educational institutions in the State. Where two or more schools are working together in a single institute, would it not be proper to allow for research jobs, to be done in a component or components of more than one of the colleges or universities—components of any of the colleges or universities with which the institute is affiliated? The bill uses the singular "college or university" instead of the plural.

Answer. That is correct, and we also discussed that a little in conference. We decided use of the plural is not necessary. In title I of volume 1, section 1 of the United States Code the first sentence, which is instruction on how to read and interpret law, it says: "In determining the meaning of any act of Congress, unless the context indicates otherwise—words importing the singular include and apply to several persons, parties or things." I am sure the singular "college or university" in question can properly be read to mean the plural, as well, under this rule.

Question. The House has deleted, and you have accepted the deletion, of language which would have permitted the use of section 100(a) funds for construction and equipment of structures. Does this mean that none of the research funds would be available to construct a model of a floodgate, or that building a wavemaker to study bank erosion would not be permissible, or that you couldn't buy thermometers to take the temperature of water, or vessels to contain the water, out of such funds?

Answer. It was not intended to prevent doing the necessary construction of models or things necessary to a specific research project. The deletion was aimed at using, the \$75,000 to \$100,000 annual grant to pay installments on a permanent campus building—structures like that. The agricultural experiment program permits supplies, instruments and things necessary to a specific research project to come out of the matching funds—but not permanent buildings or structures that ought to be financed from the university building fund. I do not believe that, following the precedent of the long established agricultural research program under the Hatch Act of 1877—now over 75 years old, there will be any difficulty with the language.

The House committee and the Senate committee want this Federal aid money to buy research—not buildings. All the legitimate expenses of research projects can be met with the matched State and Federal funds. We did unsuccessfully attempt to permit provision for employee retirement contributions out of section 100(a) grants. The House felt that since the employees would be employees of the college or university, it should handle provision for their retirement. While I prefer the authorization in the Senate bill, which parallels agricultural research arrangements, I do not believe this will impede the program. If it does, we can reconsider the matter later.

Question. Section 101(a) of S. 2 provides for matching grants in support of research projects, and it uses the phrase "to match, on a dollar-for-dollar basis". Is this language intended to exclude from the universities' matching, a fair value of the services, facilities, or other contributions a university may make toward carrying on the research?

Answer. Not at all. When a university contributes such costs they are recognized as part of its matching in agricultural research and will be in this program.

Mr. ANDERSON. Mr. President, I move that the Senate agree to the conference report.

The report was agreed to.

Mr. ANDERSON. Mr. President, I ask unanimous consent to have a portion







# Digest of CONGRESSIONAL PROCEEDINGS

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

## OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Issued July 24, 1964

Washington, D. C. 20250

For actions of July 23, 1964

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U. S. Department of Agriculture

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HIGHLIGHTS: Senate passed poverty bill. House passed land-water conservation fund bill. Rep. Jones, Mo., objected to concurrence in Senate amendments to food stamp bill, and Rep. Gross objected to sending the bill to conference. Rep. Gross objected to sending pay bill to conference. Sen. Hartke said food prices are "cheaper." Sen. Williams, Del., criticized FHA loan policies. Reps. Nelsen and Findley urged investigation of suspected shipment of U.S. wheat to Cuba by Russia.

### HOUSE

1. RECREATION. Passed with amendments H. R. 3846, to establish a land and water conservation fund to assist the State and Federal agencies in meeting present and future outdoor recreation demands and needs of the American people pp 16265-303

Agreed to amendments as follows:

By Rep. Morris, to make the bill effective Jan. 1, 1965. pp. 16265-6

By Rep. Aspinall, to prevent more than 2 years' accumulation of funds. p. 16292

By Rep. Gross, to prohibit issuance of free passes to Congressmen and Government



officials. p. 16299

Rejected amendments as follows:

- By Rep. Fuqua, to encourage development of existing facilities rather than acquisition of additional recreation lands, by a 42-59 vote. pp. 16266-74
- By Rep. White, to prohibit the charging of entrance fees; by a 57-86 vote. pp. 16277-92
- By Rep. Fallon, to eliminate title II, relating to transfers to and from the fund. pp. 16292-3
- By Rep. Cooley, to provide that "funds appropriated or allotted pursuant to this Act for use within the national forest system may be used for acquisition only as hereafter authorized by law and for recreational development," by an 88-88 vote. pp. 16293-8
- By Rep. Roberts, Tex., to delete provisions on surplus-property sale proceeds going to the fund. p. 16298

2. DUAL EMPLOYMENT. Agreed to various Senate amendments to H. R. 7381, to simplify, modernize, and consolidate the laws relating to employment of civilians in more than one position and the laws concerning the civilian employment of retired members of the armed services. Disagreed to one amendment which would place certain ceilings on the amount of combined military retired pay and civilian compensation to be received by retired military personnel employed in civilian positions. pp. 16260-1, 16262

3. PAY; PERSONNEL. Rep. Gross objected to Rep. Murray's request to send to conference H. R. 11049, the Federal pay bill. p. 16262

4. FOREIGN TRADE. Rep. Nelsen inserted a statement by Veterans of Foreign Wars urging an immediate investigation of reports of Russia's sending U. S. wheat to Cuba. pp. 16306

Rep. Nelsen inserted an article critical of the new wheat bill and urging that a more effective job be done for all concerned, "from farm to table." p. 16307

Rep. Findley inserted his letter to the President urging him to halt further Communist trade credits pending investigation of suspected transshipment of wheat to Cuba by Russia. p. 16308

Rep. Ashbrook inserted a letter from a radio operator indicative of Russia's transshipping of wheat to Cuba. p. 16321

5. POVERTY. Rep. Frelinghuysen criticized the poverty bill, stating that it "has been hastily drafted" and "not adequately considered" by the committees, and urged postponing its consideration until next year. pp. 16307-8

6. ELECTRIFICATION. Rep. Langen inserted his testimony before the Senate Commerce Committee favoring S. 2028, to amend the Federal Power Act so as to prohibit jurisdiction of the FPC over nonprofit cooperatives. p. 16308

7. FOOD STAMP PROGRAM. Rep. Jones objected to Rep. Cooley's request for concurrence in Senate amendments to H. R. 10222, the food stamp bill, and Rep. Gross objected to sending the bill to conference. pp. 16262-5

8. TREASURY-POST OFFICE AND EXECUTIVE OFFICE APPROPRIATION BILL, 1965. Received the conference report on this bill, H. R. 10532 (H. Rept. 1576). pp. 16321-23

9. ADMINISTRATIVE LAW. The Judiciary Committee reported with amendment S. 1664, to provide for continuous improvement of the administrative procedure of Federal agencies by creating an Administrative Conference of the United



of the bill lends adequate protection to civilian employees and eliminates certain inequities in the hiring of retired military persons.

The Civil Service Commission advises that section 205 is unnecessarily restrictive and strongly endorses the elimination of this provision.

Senate amendment No. 2 is a technical conforming amendment required by the elimination of section 205. It would renumber present section 206 to section 205.

Senate amendment No. 3 adds a new section 206 which would place certain ceilings on the amount of combined military retired pay and civilian compensation to be received by retired military personnel employed in a Federal civilian position.

The section would prescribe two ceilings:

First. In cases where the military retiree is employed in a civilian office with compensation determined under the Classification Act of 1949, the combined military retired pay and civilian compensation could not exceed the top rate of the Classification Act of 1949, as amended.

Second. In cases where the civilian compensation is not determined under the Classification Act of 1949, the combined maximum rate could not exceed the rate of compensation received by the head of the department or agency.

The ceiling under the first rule measured by the top rate of the Classification Act would apply to retired members of any Regular component, but the ceiling under the second rule would apply to any retired member of any of the uniformed services.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. HENDERSON. I am happy to yield to the gentleman from Iowa.

Mr. GROSS. Is the provision written in an attempt to eliminate the so-called buddy system still retained in the bill?

Mr. HENDERSON. It definitely is. The gentleman well knows of my long interest in this. I have gone into this carefully. There have been no changes in this section as passed by the House.

Mr. GROSS. As far as I am concerned, this is one of the most important provisions of the bill and if it remains in it, I have no further questions concerning the conference report.

Mr. HENDERSON. I appreciate the gentleman's interest.

Mr. BECKWORTH. Mr. Speaker, will the gentleman yield?

Mr. HENDERSON. I am happy to yield to the distinguished gentleman from Texas.

Mr. BECKWORTH. I believe the so-called buddy system should be eliminated. Just yesterday a young man came to my office who works for one of the departments of the Government. He told me that for several weeks now a given agency has been looking for a grade 13 man. It was not announced that the officials of the department were looking for the man. As soon as they found him, they then announced that the position was open, and the an-

nouncement closes quickly. That means that, to all intents and purposes, most people who might be qualified for the position are denied the opportunity of even knowing about the vacancy. This is wrong.

I also want to add this. I have introduced as of December 10, 1963, H.R. 9407 a bill that would if it should become law require reasonable notice on all examinations, where practical, and then genuine written examinations, where practical. I feel that this bill will be opposed, because selfish bureaucrats do not want that kind of thing. There are some people in our Government and outside our Government who believe the bill would be good legislation. The summer jobs program for students evidences some great injustices. We passed twice a bill here to bring about more fairness. There has been so much opposition to the legislation that the legislation has received little consideration in the other body. I say to you, though, that if we mean business when we say that we want effective and able Federal employees, we ought to go the full length in making it known that jobs are available and give true, worthwhile competitive examinations instead of what is known as complying with civil service standards, which are quite different to a true written competitive examination.

Mr. HENDERSON. The gentleman from Texas is to be commended for his longtime interest in this field. He well knows the provisions of this bill are a vast improvement over what he have had. As the gentleman from Iowa indicated, the provisions of this bill will go a long way toward eliminating the buddy system, as we refer to it. In the employment of retired former military personnel, this is a vast step forward in the improvement of the civil service employment procedures.

Mr. Speaker, I would like to conclude with the further explanation of the amendments of the Senate.

The Civil Service Commission strongly objects to this amendment.

It would cause inequities and inconsistencies in the cases of those few retired members whose combined military retired pay and civilian compensation would be affected by these ceilings.

A retired regular member employed in the Department of Defense in a GS-18 Classification Act scientific position would have a salary reduced by the total amount of his retired pay; however, if he were employed to do exactly the same kind of work by the same agency under Public Law 313 which authorizes compensation to be fixed outside the Classification Act, the reduction in his salary would be insignificant, if any, because he could be paid as much as the Secretary of Defense—up to \$35,000 under the new salary bill as passed by the Senate, H.R. 11049.

If the same individual were a Retired Reserve member, he would have no reduction in salary in the GS-18 position, but he could be subject to a reduction if he were employed under Public Law 313.

The provisions of section 206 would encourage all kinds of artificial arrangements to avoid the adverse maximum of the limits on particular individuals and groups, as indicated above.

Amendments Nos. 4 to 9 relate to employment in the Senate, the House of Representatives, and the Architect of the Capitol. They are designed to continue the present employment policy of prohibiting any employee of those offices from receiving salary for more than one civilian office if the aggregate amount of basic compensation from such offices exceeds the sum of \$2,000 per annum.

Amendment No. 8 provides that the limitation on dual compensation for more than one civilian office under section 301 of the bill shall not apply to persons employed under Public Law 87-82, relating to employees of the Architect of the Capitol in the Senate restaurants, or to employees employed under section 208 of Public Law 812 of the 76th Congress, relating to employees of the Architect of the Capitol in the House of Representatives restaurant.

The present law referred to in amendment No. 9 (2 U.S.C. 66a) prohibits dual compensation if one of the positions is in the U.S. Senate; however, one person may be employed in more than one part-time position in the House of Representatives if the basic compensation does not exceed \$2,000 per annum.

Amendments Nos. 4 to 9 will retain the present dual employment rules, applicable to the employees of the Senate, the House of Representatives, and the Architect of the Capitol.

#### CALL OF THE HOUSE

Mr. SPRINGER. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. ALBERT. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

#### [Roll No. 188]

|                |               |               |
|----------------|---------------|---------------|
| Abbitt         | Griffiths     | Morrison      |
| Alger          | Hansen        | Morton        |
| Ashmore        | Harris        | Pilcher       |
| Avery          | Harvey, Mich. | Pool          |
| Baring         | Healey        | Powell        |
| Bass           | Hébert        | Pucinski      |
| Bennett, Mich. | Hoffman       | Purcell       |
| Blatnik        | Hollfield     | Quie          |
| Bolling        | Hull          | Randall       |
| Brock          | Jones, Ala.   | Roberts, Ala. |
| Buckley        | Kee           | Roybal        |
| Celler         | Kilburn       | Ryan, Mich.   |
| Chelf          | Kilgore       | Senner        |
| Davis, Tenn.   | Knox          | Skubitz       |
| Diggs          | Laird         | Thomas        |
| Dingell        | Lankford      | Thompson, La. |
| Evins          | Lipcomb       | Toll          |
| Fino           | Long, La.     | Wallhauser    |
| Flynt          | Martin, Mass. | Wickersham    |
| Gibbons        | Miller, N.Y.  | Wilson, Bob   |
| Gill           | Moore         |               |
| Gray           | Moorhead      |               |

The SPEAKER. On this rollcall 369 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.



### FURTHER MESSAGE FROM THE SENATE

A further message from the Senate by Mr. Airington, one of its clerks, announced that the Senate had passed a joint resolution of the following title, in which the concurrence of the House is requested:

S.J. Res. 184. Joint resolution for the commemoration of the Honorable Herbert Hoover's 90th birthday, August 10, 1964.

### EMPLOYMENT OF CIVILIANS IN MORE THAN ONE POSITION AND CIVILIAN EMPLOYMENT OF RETIRED MEMBERS OF THE UNIFORMED SERVICES

The SPEAKER. The question is on the motion offered by the gentleman from North Carolina [Mr. HENDERSON].

The motion was agreed to.

A motion to reconsider was laid on the table.

### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

Mr. MURRAY. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, with Senate amendments thereto, disagree to the Senate amendments, and agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee?

Mr. ROOSEVELT. Mr. Speaker, reserving the right to object, this is the pay bill which was passed by this body and has now been passed by the other body.

I hope the Members of the House realize that in the version of the other body there is a provision which takes a direct slap at the members of the Supreme Court of the United States. This version would limit the raise of Supreme Court members to \$2,500 instead of \$7,500. I want to go on record as saying that no matter how anyone may feel about the actions of the Supreme Court in various instances, this is highly inappropriate. It certainly would be a severe blow to our whole system of government. We should, if we so desire, have the courage to take action on the basis of whatever we might want to do to review their decisions and take positive legislative action to do so. Certainly it is picayune, small, and unseemly to act as the other body proposes.

I hope that the conferees on our side, on the part of the House, will insist that the compensation of Justices of the Supreme Court be at the level at which passed by the House.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee?

Mr. GROSS. Mr. Speaker, I object.

The SPEAKER. Objection is heard.

### FOOD STAMP ACT OF 1964

Mr. COOLEY. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H.R. 10222) to strengthen the agricultural economy; to help to achieve a fuller and more effective use of food abundances; to provide for improved levels of nutrition among economically needy households through a cooperative Federal-State program of food assistance to be operated through normal channels of trade; and for other purposes, with Senate amendments thereto, and concur in the Senate amendments.

The Clerk read the title of the bill.

The Clerk read the Senate amendments, as follows:

Page 2, line 5, strike out "economically needy" and insert: "low-income".

Page 2, lines 13 and 14, strike out "in economic need" and insert: "with low incomes".

Page 2, line 20, strike out all after "(b)" down to and including line 25 and insert: "The term 'food' means any food or food product for human consumption except alcoholic beverages, tobacco, those foods which are identified on the package as being imported, and meat and meat products which are imported."

Page 4, after line 20, insert:

"(b) In areas where a food stamp program is in effect, there shall be no distribution of federally owned foods to households under the authority of any other law except during emergency situations caused by a national or other disaster as determined by the Secretary."

Page 4, line 21, strike out "(b)" and insert "(c)".

Page 5, strike out lines 4 to 16, inclusive, and insert:

"Sec. 5. (a) Participation in the food stamp program shall be limited to those households whose income is determined to be a substantial limiting factor in the attainment of a nutritionally adequate diet."

"(b) In complying with the limitation on participation set forth in subsection (a) above, each State agency shall establish standards to determine the eligibility of applicant households. Such standards shall include maximum income limitations consistent with the income standards used by the State agency in administration of its federally aided public assistance programs. Such standards also shall place a limitation on the resources to be allowed eligible households. The standards of eligibility to be used by each State for the food stamp program shall be subject to the approval of the Secretary."

Page 6, line 17, after "a" insert "low-cost".

Page 11, line 8, after "required." insert "In approving the participation of the subdivisions requested by each State in its plan of operation, the Secretary shall provide for an equitable and orderly expansion among the several States in accordance with their relative need and readiness to meet their requested effective dates of participation."

Page 11, after line 19, insert:

"(g) If the Secretary determines that there has been gross negligence or fraud on the part of the State agency in the certification of applicant households, the State shall upon request of the Secretary deposit into the separate account authorized by section 7 of this Act, a sum equal to the amount by which the value of any coupons issued as a result of such negligence or fraud exceeds the amount that was charged for such coupons under section 7(b) of this Act."

Page 17, lines 11 and 12, strike out "not in excess of \$25,000,000 for the fiscal year ending June 30, 1964;"

Page 17, line 16, after "1967" insert "; and not in excess of such sum as may hereafter be authorized by Congress for any subsequent fiscal year".

Page 18, line 2, after "section." insert "If in any fiscal year the Secretary finds that the requirements of participating States will exceed the limitation set forth herein, the Secretary shall direct State agencies to reduce the amount of such coupons to be issued to participating households to the extent necessary to comply with the provisions of this subsection."

Amend the title so as to read: "An act to strengthen the agricultural economy; to help to achieve a fuller and more effective use of food abundances; to provide for improved levels of nutrition among low-income households through a cooperative Federal-State program of food assistance to be operated through normal channels of trade; and for other purposes."

The SPEAKER. Is there objection to the request of the gentleman from North Carolina?

Mr. HOEVEN. Mr. Speaker, reserving the right to object, I assume the gentleman from North Carolina will advise the House as to the nature and the import of the Senate amendments.

Mr. COOLEY. I might say to my friend that the only one that is of great importance is what is known as the Miller amendment dealing with imported meats. I had anticipated that some question would be propounded concerning that, and I would like to place this matter before the House now.

The language in the bill clearly indicates that we do not intend for food stamps to be used to buy imported meat. We definitely do not want to do anything which would adversely affect the livestock industry of this country.

Not even by legislative history do we want to indicate that food stamps could not be used to buy meat products produced domestically, but certainly we do not intend to require retailers to maintain a private reporting service to warn them that they may be allowing customers to use food stamps to buy imported beef which may be commingled with domestic meats in processed foods. I understand that some foreign meats are used in processed foods. A recent report of the Tariff Commission indicates that a small amount of imported meat is sometimes used in frankfurters, bologna, luncheon meat, and canned products, but that on an average 80 percent of the meat used in these food articles is American-produced meat.

The definition "food" in this legislation would require to the extent practical that if the retailer knew he was offering imported meat for sale, he could not sell such meat for food coupons.

He could sell no food product that is labeled as imported on the package for food stamps.

He could not, for example, sell any meat product that is identified as being imported when he bought it—such as carcass beef or frozen block beef—no matter whether he ground it for ham-







*July 29, 1964*

14. PAY. The House Rules Committee reported a resolution to send the Federal pay bill to conference. pp. 16667, ~~16743~~
15. POVERTY. The Rules Committee reported a resolution for the consideration of and 6 hours of debate on H.R. 11377, the poverty bill. pp. 16667-8  
The Daily Digest states that the Rules Committee "Changed rule on H.R. 11377, the poverty bill, making it in order to take S. 2642 from the Speaker's table, move to strike out all after the enacting clause and insert the House-passed language." p. D609
16. RECREATION. The Rules Committee reported a resolution for the consideration of H.R. 1803, to provide for the establishment of the Ozark National Rivers in Missouri. pp. 16719-20
17. BEEF IMPORTS. Reps. Nelsen and Hoeven urged passage of the beef import limitation bill. pp. 16721, 16723  
Received a petition from cattle breeders requesting that action be taken to reduce beef imports. p. 16744
18. OPINION POLL. Rep. Weaver inserted the results of a questionnaire including several articles of interest to this Department. p. 16722
19. PERSONNEL. Rep. Nelsen inserted an article by Jerry Kluttz, "Job Pressures Charged in Sale of Gala Tickets," citing particularly such activity in REA. pp. 16722-3
20. DISASTER RELIEF; FEED. A subcommittee of the Agriculture Committee voted to report to the full committee with amendment H.R. 9181, to establish penalties for misuse of feed made available for relieving distress or preservation and maintenance of foundation herds. p. D607
21. ACCOUNTING. The Government Operations Committee voted to report (but did not actually report) with amendment H.R. 10446, to permit the use of statistical sampling procedures in the examination of vouchers. p. D608
22. STOCKPILE. A subcommittee of the Armed Services Committee voted to report to the full committee H.R. 12091, to authorize the disposal, without regard to the 6-month waiting period, of approximately 9,500,000 pounds of sisal from the national stockpile. p. D607
23. TRAVEL. Concurred in Senate amendments to H.J. Res. 658, to authorize and request the President to proclaim 1964 as "See America Year." This bill will now be sent to the President. pp. 16665-6
24. POTATOES. The "Daily Digest" states that the Rules Committee granted an open rule, with 1 hour of debate, on H.R. 904, to prohibit futures trading in Irish potatoes, and "subsequently, motion for reconsideration made and carried". p. D609
25. ALASKA. A subcommittee of the Judiciary Committee voted to report to the full committee with amendment S. 49, to provide for the establishment of the Alaska Centennial Commission. p. D608



26. FOREIGN AID. Rep. Halpern urged passage of his bill, H.R. 12065, for the establishment of a great White Fleet to tender assistance to underdeveloped areas of the world. pp. 16740-1
27. ECONOMY; TAXES. Rep. Curtis inserted a speech, "Avoiding Economy's Over-Heating to Maximize Tax-Cut Benefits," urging caution in "unrestrained economic optimism." pp. 16724-6

ITEMS IN APPENDIX

28. OPINION POLL. Rep. Brotzman inserted results of an opinion poll which includes items of interest to this Department. pp. A3964-5
29. POVERTY. Sen. Williams, Del., inserted an article criticizing the proposed poverty bill as being "a phony." p. A3966  
Rep. Van Deerlin inserted an address by the president of the U.S. Chamber of Commerce supporting the poverty bill. pp. A3969-71  
Extension of remarks of Rep. Quie inserting a letter and stating that it has "raised some very provocative and stimulating questions on the administration's antipoverty program." p. A3987
30. MEAT IMPORTS. Extension of remarks of Rep. Berry commending the Senate for passing the meat-import restriction bill, but objecting to their elimination of the provision of the bill which provided for removal of tariffs on wild birds and animals. pp. A3976-7
31. AREA REDEVELOPMENT. Extension of remarks of Rep. White criticizing the Reader's Digest for their "viciously slanted" story about ARA, and inserting a letter refuting their charges. pp. A3992-3
32. FARM LABOR. Extension of remarks of Rep. Talcott inserting an article which describes a possible plan for the replacement of the bracero program. pp. A3995-6
33. BUDGET. Extension of remarks of Rep. Curtis commending and inserting an article, "Which Resources for What Goals?--Another Look at the Budget", and stating that it "suggests that an improved allocation of Federal funds could be achieved if expenditures were grouped in general categories..." pp. A3996-8

BILLS INTRODUCED

34. PROPERTY. S. 3037, by Sen. Muskie (7-28), to amend the Federal Property and Administrative Services Act of 1949 to provide for the acquisition, use, and disposition of land within urban areas by Federal agencies to the greatest practicable extent in conformity with land utilization programs of affected local government and planning agencies; to Government Operations Committee. Remarks of author p. 16508-9
35. ELECTRIFICATION. S. 3038, by Sen. Holland (for himself and Sen. Smathers) (7-28), to amend the Federal Power Act, as amended, in respect to the jurisdiction of the Federal Power Commission; to Commerce Committee. Remarks of author p. 16509.

## CONSIDERATION OF HOUSE RESOLUTION 803

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JULY 29, 1964.—Referred to the House Calendar and ordered to be printed

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Mr. SISK, from the Committee on Rules, submitted the following

### REPORT

[To accompany H. Res. 803]

The Committee on Rules, having had under consideration House Resolution 803, report the same to the House with the recommendation that the resolution do pass.

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# House Calendar No. 268

88TH CONGRESS  
2D SESSION

## H. RES. 803

[Report No. 1630]

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### IN THE HOUSE OF REPRESENTATIVES

JULY 23, 1964

Mr. MURRAY submitted the following resolution; which was referred to the Committee on Rules

JULY 29, 1964

Referred to the House Calendar and ordered to be printed

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## RESOLUTION

1      *Resolved*, That immediately upon the adoption of this  
2 resolution the bill (H.R. 11049) to adjust the rates of  
3 basic compensation of certain officers and employees in the  
4 Federal Government, and for other purposes, with the Sen-  
5 ate amendment thereto, be, and the same hereby is taken  
6 from the Speaker's table, to the end that the Senate amend-  
7 ment be, and the same is hereby disagreed to, and that the  
8 conference requested by the Senate on the disagreeing votes  
9 of the two Houses be, and the same is hereby agreed to.



88TH CONGRESS  
2D Session

**H. RES. 803**

[Report No. 1630]

**RESOLUTION**

Relating to the bill (H.R. 11049), the House disagreement to the Senate amendment thereto, and agreeing to the conference on the disagreeing votes of the two Houses thereon.

By Mr. MURRAY

JULY 23, 1964

Referred to the Committee on Rules

JULY 29, 1964

Referred to the House Calendar and ordered to be printed



History will be kind to much of what has happened here. Needless to say, more has happened here to give the citizens of this country, yes even of the world, a more abundant and peaceful life.

As one who has a deep and abiding interest in history and who reflects on it often, I recommend to the senators in our presence that their study of history never cease. There are important lessons to be learned from history. Proper study of history can help us avoid the mistakes of the past.

So I say to you of Girls Nation, watch carefully, study diligently, and absorb well what you witness here today. Maintain your interest and perhaps someday you will take a seat down here on this floor as a Member of the U.S. House of Representatives.

#### DONNA L. TUSSING, PRESIDENT OF GIRLS NATION

(Mr. McINTIRE asked and was given permission to address the House for 1 minute.)

Mr. McINTIRE. Mr. Speaker, I feel highly privileged and proud to advise this body that Donna L. Tussing of Brewer, Maine, Second Congressional District of Maine, yesterday was elected president of the Girls Nation. Girls Nation is, as we know, a culmination of Girls State, and is the wonderful youth citizenship training program conducted annually by the American Legion auxiliary to give high school juniors practical experience in the processes of government.

Donna was born in Island Falls, Maine, the daughter of Mr. and Mrs. Eugene Tussing, now of Eddington, Maine. She is 17 years of age and is in the class of 1965 at the Brewer High School. She is an active participant in community activities, and in her school program she takes a leading part in debating and basketball. Donna is also a member of the national honor society.

She is one of four children, having two brothers, James, 13, and Philip, 9 years of age. She also has a 16-year-old sister, Susan.

Donna's father is a long-time employee of the Soil Conservation Service in Maine, and presently he is employed in conservation work in Penobscot County.

Donna Tussing has every reason to be eminently proud, for this is the first time that the presidential office of Girls Nation has come to a representative from Maine. All Maine is indeed proud and applauds Donna's attainment.

The Maine congressional delegation extends hearty congratulations to Donna on her very fine achievement—it is indeed a high honor to serve as the head of an organization with those high ideals that are the standard of Girls Nation.

#### CALL OF THE HOUSE

Mr. MARTIN of California. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. The gentleman from California makes the point of order that a quorum is not present. Evidently, a quorum is not present.

Mr. BOGGS. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

#### [Roll No. 191]

|                |           |               |
|----------------|-----------|---------------|
| Alger          | Hawkins   | Passman       |
| Avery          | Healey    | Pepper        |
| Baker          | Hébert    | Pilcher       |
| Baring         | Horton    | Powell        |
| Bass           | Jarman    | Sheppard      |
| Bennett, Mich. | Kee       | Slack         |
| Buckley        | Kilburn   | Steed         |
| Celler         | Kilgore   | Teague, Tex.  |
| Clausen,       | Lankford  | Thompson, La. |
| Don H.         | Lesinski  | Toll          |
| Davis, Tenn.   | Lloyd     | Van Pelt      |
| Duncan         | Long, Md. | Wallhauser    |
| Edmondson      | Morris    | Wickersham    |
| Evins          | Norblad   | Williams      |
| Harris         | Ostertag  | Willis        |

The SPEAKER pro tempore (Mr. Sisk). On this rollcall 388 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

#### PRAYER AND BIBLE READING IN THE PUBLIC SCHOOLS

(Mr. BECKER asked and was given permission to address the House for 1 minute.)

Mr. BECKER. Mr. Speaker, it is quite evident now to everyone that the chairman of the Committee on the Judiciary does not intend and will not bring in a resolution to amend the Constitution to permit prayer and Bible reading in the public schools. I have this word from members of the Committee on the Judiciary. Therefore, Discharge Petition No. 3 is at the desk. We need less than 50 signatures now in order to bring this to the 218 required.

There were Members on the floor here earlier complimenting the American Legion for the operation of Girls Nation and Boys Nation. While they are complimenting the American Legion these Members should sign the petition, because the American Legion has at two national conventions endorsed prayer and Bible reading in the public schools, and every Member is aware of this.

Our Lord states, "Suffer ye little children to come unto Me," but the Supreme Court says "not in public schools." But we have the opportunity here at this session to correct this. I think this, being the greatest issue in the country, it should be done now.

#### THE LATE DR. THOMAS HENRY CARROLL II

(Mr. McCORMACK asked and was given permission to address the House for 1 minute and to include an editorial from the Washington Evening Star.)

Mr. McCORMACK. Mr. Speaker it is with a sense of personal sadness that I call to the attention of the House the untimely death of Dr. Thomas Henry Carroll II, the 13th president of the George Washington University of Washington, D.C. The death of this great educator brings to an end the astounding career of a man deeply devoted to educational ideals and to the aims of public service. His interest in joining together a knowl-

edge of public affairs, along with studies of business and government, has brought new and vital ideas to the George Washington University. President Carroll, by his able administrative leadership and his high academic standards, leaves a legacy that long should challenge the George Washington University which he served so brilliantly and so willingly.

The entire educational community mourns the loss of Dr. Carroll. To his beloved wife and family I extend the deepest sympathy of both Mrs. McCormack and myself.

#### LOSS OF A LEADER

George Washington University, the local community and in a broad sense the cause of higher education share a grievous loss in the death of Thomas H. Carroll. Its untimeliness adds a poignant touch of tragedy.

He was still a young man, at the outset of a new career. His ceaseless energy and a singularly infectious enthusiasm were only beginning to unfold to others and to enlist their determined support in realizing the visions he saw for the university's future.

In the brief 3 years since his inauguration as George Washington University's 13th president he had completed the groundwork and the outline of foundations to support the sort of structure his own dedication to purpose made evident to others as a practical, necessary, and attainable objective. He had won the confidence of a faculty and student body which found in him a champion of their interests in his insistence on academic excellence and of a board of trustees to which his personality and aspirations were attracting added national representation. He had won ready acceptance by the community as one who seemed destined for constructive leadership.

He leaves for others the pursuit and achievement of high aims that will not be abandoned but which seemed more readily accessible under his inspirational, dynamic guidance.

#### ADJUSTMENT OF RATES OR BASIC COMPENSATION OF CERTAIN OFFICERS AND EMPLOYEES IN THE FEDERAL GOVERNMENT

Mr. O'NEILL, from the Committee on Rules, reported the following privileged resolution (H. Res. 803, Rept. No. 1630) which was referred to the House Calendar and ordered to be printed:

*Resolved*, That immediately upon the adoption of this resolution the bill (H.R. 11049) to adjust the rates of the basic compensation of certain officers and employees in the Federal Government, and for other purposes, with the Senate amendment thereto, be, and the same hereby is taken from the Speaker's table, to the end that the Senate amendment be, and the same is hereby disagreed to, and that the conference requested by the Senate on the disagreeing votes of the two Houses be, and the same is hereby agreed to.

#### THE POVERTY BILL

Mr. YOUNG, from the Committee on Rules, reported the following privileged resolution (H. Res. 806, Rept. No. 1631) which was referred to the House Calendar and ordered to be printed:

*Resolved*, That upon the adoption of this resolution it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 11377) to mobilize the human and financial resources of the Nation to combat poverty in



the United States. After general debate, which shall be confined to the bill and continue not to exceed six hours, to be equally divided and controlled by the chairman and the ranking minority member of the Committee on Education and Labor, the bill shall be read for amendment under the five-minute rule. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may have been adopted and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit with or without instructions. After the passage of the bill H.R. 11377, it shall be in order in the House to take from the Speaker's table the bill S. 2642 and to move to strike out all after the enacting clause of said Senate bill and to insert in lieu thereof the provisions contained in H.R. 11377 as passed by the House.

Mr. BROWN of Ohio. Mr. Speaker, a parliamentary inquiry.

The SPEAKER. The gentleman will state it.

Mr. BROWN of Ohio. Does the rule carry a motion to recommit with instructions?

The SPEAKER. The answer of the Chair is that if the proposed rule is adopted such a motion will be in order.

Mr. BROWN of Ohio. I thank the Chair.

#### CORRECTION OF ROLL CALL

Mr. ROGERS of Colorado. Mr. Speaker, on roll call No. 189, page 16630 of the RECORD, I am recorded as being absent. I was present, and answered to my name, and I ask unanimous consent that the permanent RECORD be corrected accordingly.

The SPEAKER. Is there objection to the request of the gentleman from Colorado?

There was no objection.

#### AUTHORIZING TRANSPORTATION OF HOUSE TRAILERS AND MOBILE DWELLINGS OF MEMBERS OF UNIFORMED SERVICES

Mr. PHILBIN. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H.R. 8954) to amend section 409 of title 37, United States Code, to authorize the transportation of house trailers and mobile dwellings of members of the uniformed services within the continental United States, within Alaska, or between the continental United States and Alaska, and for other purposes, with a Senate amendment thereto and concur in the Senate amendment.

The Clerk read the title of the bill.

The Clerk read the Senate amendment, as follows:

Strike out all after the enacting clause and insert: "That section 409 of title 37, United States Code, is amended to read as follows:

"§ 409. Travel and transportation allowances: trailers

"Under regulations prescribed by the Secretaries concerned and in place of the transportation of baggage and household effects or payment of a dislocation allowance, a member, or in the case of his death his dependent, who would otherwise be entitled to

transportation of baggage, and household goods under section 406 of this title, may transport a house trailer or mobile dwelling within the continental United States, within Alaska, or between the continental United States and Alaska, for use as a residence by one of the following means—

"(1) transport the trailer or dwelling and receive a monetary allowance in place of transportation at a rate to be prescribed by the Secretaries concerned, but not more than 20 cents a mile;

"(2) deliver the trailer or dwelling to an agent of the United States for transportation by the United States or by commercial means; or

"(3) transport the trailer or dwelling by commercial means and be reimbursed by the United States subject to such rates as may be prescribed by the Secretaries concerned.

However, the cost of transportation under clause (2) or the reimbursement under clause (3) may not be more than the lesser of (A) the current average cost for the commercial transportation of a house trailer or mobile dwelling; (B) 51 cents a mile; or (C) the cost of transporting the baggage and household effects of the member or his dependent plus the dislocation allowance authorized in section 407 of this title. Any payment authorized by this section may be made in advance of the transportation concerned. For the purposes of this section, 'continental United States' means the forty-eight contiguous States and the District of Columbia."

The SPEAKER. Is there objection to the request of the gentleman from Massachusetts?

There was no objection.

Mr. PHILBIN. Mr. Speaker, I ask unanimous consent to take from the Speaker's table the bill H.R. 8954, with the Senate amendment thereto, and agree to the Senate amendment.

The amendment by the Senate provides a new ceiling on the maximum amount which may be paid for the commercial transportation of mobile homes owned by military personnel on permanent change of station.

The Senate ceiling is established at 51 cents per mile as contrasted to the House ceiling which provided that reimbursement was to be actual cost provided that such cost did not exceed what it would otherwise cost to move the household effects of the member, plus the dislocation allowance to which he would be entitled.

Under existing law, the maximum amount payable on a trailer move is 36 cents per mile.

The bill as passed by the House would result in increased annual transportation costs of approximately \$1,246,000.

The bill as passed by the Senate, which provides a lower ceiling on these costs, would result in increased annual transportation costs of approximately \$1,075,000, a reduction of approximately \$179,000 from the House bill.

Although the bill as amended by the Senate is not as generous as the House-passed bill, I have been authorized by the Committee on Armed Services to request House approval of the Senate amendment on H.R. 8954 since it does provide an assured and substantial increase in the trailer allowances for military mobile home owners from the present maximum of 36 cents to a new maximum of 51 cents a mile.

The Senate amendment was concurred in.

A motion to reconsider was laid on the table.

#### SOCIAL SECURITY AMENDMENTS OF 1964

Mr. O'NEILL. Mr. Speaker, under the direction of the Committee on Rules, I call up the resolution (H. Res. 802), and ask for its immediate consideration.

The Clerk read the resolution, as follows:

*Resolved*, That upon the adoption of this resolution it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 11865) to increase benefits under the Federal Old-Age, Survivors, and Disability Insurance System, to provide child's insurance benefits beyond age 18 while in school, to provide widow's benefits at age 60 on a reduced basis, to provide benefits for certain individuals not otherwise eligible at age 72, to improve the actuarial status of the Trust Funds, to extend coverage, and for other purposes, and all points of order against said bill are hereby waived. After general debate, which shall be confined to the bill, and shall continue not to exceed five hours, the bill shall be considered as having been read for amendment. No amendment shall be in order to said bill except amendments offered by direction of the Committee on Ways and Means, and said amendments shall be in order, any rule of the House to the contrary notwithstanding. Amendments offered by direction of the Committee on Ways and Means may be offered to any section of the bill at the conclusion of the general debate, but said amendments shall not be subject to amendment. At the conclusion of the consideration of the bill for amendment, the Committee shall rise and report the bill to the House with such amendments as may have been adopted, and the previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommit.

Mr. O'NEILL. Mr. Speaker, I yield myself such time as I may require, and at the conclusion of my remarks, I yield 30 minutes to the gentleman from Ohio [Mr. Brown].

(Mr. O'NEILL asked and was given permission to revise and extend his remarks.)

Mr. O'NEILL. Mr. Speaker, House Resolution 802 provides for consideration of H.R. 11865, a bill to increase benefits under the Federal old-age, survivors, and disability insurance system, to provide child's insurance benefits beyond age 18 while in school, to provide widow's benefits at age 60 on a reduced basis, to provide benefits for certain individuals not otherwise eligible at age 72, to improve the actuarial status of the trust funds, to extend coverage, and for other purposes. The resolution provides a closed rule, waiving points of order, with 5 hours of general debate.

The purpose of H.R. 11865 is to improve the benefit and coverage provisions and the financing structure of the Federal old-age, survivors, and disability insurance system.

The last across-the-board adjustment in social security insurance benefits, and the last adjustment in the amount of annual earnings that is taxed and credit-







# Digest of CONGRESSIONAL PROCEEDINGS

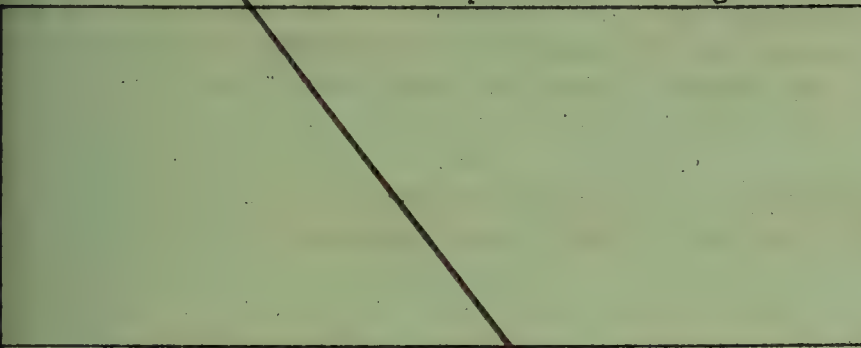
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88th-2nd: No. 146



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HIGHLIGHTS: House passed wilderness bill. House conferees were appointed on pay bill. Senate committee reported independent offices appropriation bill. Rep. Gurney accused Secretary Freeman of playing politics with meat-imports legislation, and Rep. Albert denied accusations.

## HOUSE

1. PERSONNEL; PAY. Adopted, 244 to 131, a resolution to send H.R. 11049, the Federal pay bill, to conference. House conferees were appointed. Senate conferees have been appointed. pp. 16841-4  
The "Daily Digest" states that the conferees met in executive session but made no announcements and will meet again on Mon., Aug. 31. p. D614
2. WILDERNESS. Passed with amendment S. 4, to establish a National Wilderness Preservation System. By a vote of 373 to 1, H.R. 9070 had been passed earlier, with amendments, but was subsequently tabled due to passage of the Senate bill amended to include the language of the House bill. pp. 16844-77



3. HOUSING; COMMUNITY DEVELOPMENT. The Housing Subcommittee of the Banking and Currency Committee approved H.R. 9751 (a clean bill is to be introduced), the housing and community development bill. p. D613-4
4. DEFENSE APPROPRIATION BILL, 1965. House conferees were appointed on this bill, H.R. 10939. Senate conferees have been appointed. p. 16839
5. MEAT IMPORTS. Rep. Gurney stated that the administration is trying to play "smokerroom" politics with the American cattle industry in the handling of the meat-imports legislation, that Secretary Freeman was conferring with the Democratic leadership, and that the House "ought to know what this visit was all about." pp. 16840-1
6. APPALACHIA. The Public Works Committee was granted permission to file a report by midnight Fri., July 31, on H.R. 11946, the Appalachia bill. p. 18839
7. WHEAT. Rep. Bennett spoke on wheat shipments to Russia and stated that "not one grain of wheat has been shipped to Russia or any Communist bloc country under the controversial legislation of 1963 allowing the Export-Import Bank to extend credit for the sale of wheat to Russia." p. 16839
8. ICE AGE NATIONAL RESERVE. Rep. Reuss inserted an article in support of H.R. 1096, to authorize the Secretary of the Interior to cooperate with Wisc. in the designation and administration of the Ice Age National Scientific Reserve. pp. 16884-5
9. ECONOMICS. Rep. Joelson urged action on his bill to establish an Economic Conversion Commission. p. 16887
10. POLITICAL ACTIVITY. Rep. Hall discussed what he termed "political immorality" and inserted editorials and articles which included references to employees of this Department with regard to alleged political activity. pp. 16891-3
11. AREA REDEVELOPMENT. Received from ARA a report commenting upon a GAO report, "Overstatement of Number of Jobs Created Under the Accelerated Public Works Program." p. 16895
12. LEGISLATIVE PROGRAM. Rep. Albert announced that on Mon. H.R. 3672, the Savery-Pot Hook, Bostwich Park, reclamation bill, and H.R. 10446, to permit the use of statistical sampling procedures in the examination of vouchers, will be considered; that on Tues. it is expected that H.R. 11377, the poverty bill, will be taken up with final passage on Fri., and that H.R. 1803 the Ozark National Scenic Riverways, Mo., bill will also be considered on Fri. pp. 16877-8
13. ADJOURNED until Mon., Aug. 3. p. 16895

SENATE

14. AUTOMATION. The Labor and Public Welfare Committee reported with amendments H.R. 11611, to establish a National Commission on Automation (S. Rept. 1268). p. D611



Passage, by a 72-to-15 vote Tuesday last by the other body confirmed this story. Now the pressure is on to kill the proposal in the House. As a matter of fact, I understand that Secretary of Agriculture Freeman was up here on the Hill last night conferring with the Democratic leadership. I think the House ought to know what this visit was all about.

The administration hopes to avoid the embarrassment of a veto, enabling President Johnson to maintain the agreement giving New Zealand and Australia a big share of American beef markets, a big share of our beef imports.

It seems logical to me that if the Senate overwhelmingly voted for the limitation of foreign meat imports, by a 57-vote margin, then certainly the proposal should come before the House of Representatives for a vote.

I, for one, will look with great interest to see what is going to happen in the next few days.

#### IMPORT QUOTAS ON BEEF

(Mr. ALBERT asked and was given permission to address the House for 1 minute.)

Mr. ALBERT. Mr. Speaker, I have asked for this time because what the gentleman has just said is news to me. I want to advise the gentleman from Florida [Mr. GURNEY] that his statement about Mr. Freeman's conferring with the Democratic leadership is news to me. I did not know anything about such a meeting.

#### THE LATE SENATOR CLAIR ENGLE

(Mr. JOHNSON of California asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. JOHNSON of California. Mr. Speaker and Members of the House, it is with a heavy heart that I notify you of the death of your friend and mine; Senator CLAIR ENGLE, who passed away this morning at 3:10 in his home on New Jersey Avenue.

Mr. Speaker, CLAIR was a very dear friend of mine. I succeeded him in the congressional district which he represented at the time of his election to the U.S. Senate.

Mr. Speaker, CLAIR ENGLE was an untiring worker for our district, the State of California and the Nation.

I know of no other person in our district of whom the people thought more and held in higher esteem.

Mr. Speaker, CLAIR was elected by the votes of both Republicans and Democrats. He enjoyed a very distinguished career in this House. He had just completed 6 years of service in the U.S. Senate.

Mr. Speaker, CLAIR ENGLE will be missed by all of us in California and I am sure by many of us here in the House of Representatives who were his very good friends as a result of his 16 years of service in the House of Representatives.

Mr. Speaker, I extend my heartfelt sympathy to Mrs. Engle and their daughter Yvonne in this great loss.

#### CALL OF THE HOUSE

Mr. GROSS. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

Mr. ALBERT. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 194]

|                |              |             |
|----------------|--------------|-------------|
| Alger          | Harsha       | Passman     |
| Ashmore        | Healey       | Pepper      |
| Avery          | Hebert       | Pilcher     |
| Baring         | Hull         | Powell      |
| Barrett        | Johnson, Pa. | Rains       |
| Bass           | Jones, Mo.   | Ryan, Mich. |
| Bennett, Mich. | Kee          | Sheppard    |
| Bolling        | Kilburn      | Slack       |
| Brock          | Kirwan       | Toll        |
| Buckley        | Lankford     | Tupper      |
| Davis, Tenn.   | Lesinski     | Van Pelt    |
| Dawson         | Lloyd        | Vinson      |
| Diggs          | McIntire     | Wallhauser  |
| Duncan         | MacGregor    | Willis      |
| Evins          | Miller, N.Y. | Winstead    |
| Harris         | Norblad      |             |

The SPEAKER. On this rollcall 387 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

#### RELATING TO H.R. 11049

Mr. SISK. Mr. Speaker, by direction of the Committee on Rules, I call up House Resolution 803 and ask for its immediate consideration.

The Clerk read the resolution, as follows:

*Resolved*, That immediately upon the adoption of this resolution the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, with the Senate amendment thereto, be, and the same hereby is taken from the Speaker's table, to the end that the Senate amendment be, and the same is hereby disagreed to, and that the conference requested by the Senate on the disagreeing votes of the two Houses be, and the same is hereby agreed to.

Mr. SISK. Mr. Speaker, I yield 30 minutes to the gentleman from Ohio [Mr. BROWN] and pending that I yield myself such time as I may consume.

Mr. Speaker, House Resolution 803 simply provides for H.R. 11049 to go to conference. The situation regarding the pay bill dealing with the executive, legislative, judicial, civil service, and postal employees was objected to at the time that a request was made to disagree to the Senate amendment and to ask for a conference. As a result, it was referred to the Committee on Rules, and we here today present a resolution as the Clerk has read.

Mr. Speaker, I would hope that we can expeditiously act upon this resolution to permit the conferees on the part of the House to sit down with the conferees on the part of the other body to

discuss the differences that exist between the pay raise bills within the two Houses and then report back, at which time of course, the House will have an opportunity either to accept or to reject the action of the conferees.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. SISK. I will be glad to yield to the gentleman from Iowa.

Mr. GROSS. I thought that according to some of the newspapers the members of the Democrat delegation from California were going to be opposed to this bill unless the Senate increased the salary of Members of Congress by \$10,000. The Senate left the increase at \$7,500. I fully anticipated that there would be strong objection to this bill from the Democrat Members of the House in view of the publicity I read in the newspapers.

The gentleman says he wants to handle this matter expeditiously. Apparently there is not going to be any opposition from the California Democrats.

Mr. SISK. Mr. Speaker, of course I am not here delegated to speak for the California delegation or for any part of the California delegation. But I will say this, speaking for the Member now on the floor, that at the time the original pay raise bill came out I was a strong supporter of the increases provided in the first bill. I happened to handle the rule at the time that bill was before the House. I supported it very vigorously at that time. The bill, as my good friend from Iowa knows, was defeated in spite of the fact that I voted for it.

We have back here again another bill of somewhat different nature with lesser increases in some instances and more increases in others. But, having studied the art of compromise as I know my friend from Iowa sometimes finds himself confronted with, I think now is the time to permit our conferees from the two bodies to sit down and see what we can work out. Then our positions, mine as well as the positions of other Members of the House, will be expressed at the time the conference report is brought back to the House.

Mr. GROSS. Mr. Speaker, will my friend from California yield?

Mr. SISK. I am happy to yield to my good friend from Iowa.

Mr. GROSS. The gentleman from Iowa seldom if ever gets compromised to the point of not objecting to a bill that he feels constrained to object to.

Mr. SISK. I agree with the gentleman. I think the gentleman properly made an objection to this bill going to conference, giving us an opportunity here at least to talk about it and to discuss with our conferees what their attitude might be. I, for one, have no criticism at all of the objection which the gentleman made, rightfully, in line with the parliamentary procedure.

Mr. Speaker, I urge the adoption of the resolution and reserve the balance of my time.

(Mr. SISK asked and was given permission to revise and extend his remarks.)



Mr. BROWN of Ohio. Mr. Speaker, I yield myself 5 minutes.

(Mr. BROWN of Ohio asked and was given permission to revise and extend his remarks.)

Mr. BROWN of Ohio. Mr. Speaker, this resolution simply provides that upon its adoption, there shall be taken from the Speaker's table the bill H.R. 11049, the so-called pay increase bill, disagree to the Senate amendments, and send the bill to conference. There will be only one vote, and that is on the adoption of the resolution.

H.R. 11049 itself was a controversial measure. It was approved by this House. A similar bill was defeated in March, as I recall. This bill was approved by the House, was sent to the other body, and amended over there. There are considerable differences between the House bill and the measure as it was amended by the Senate.

As the bill cleared the House it, in my opinion, gave a little too much of a break, too much consideration, to those Government employees, officials, or appointees in the higher brackets of income, and did not give sufficient consideration to those Government workers, postal workers, and classified employees of the Federal Government, in the lower brackets of income.

Mr. Speaker, as I understand the amendments adopted in the other body, certain increases are now included in the bill as it came here for consideration of the Senate amendments so as to give, or it does give, greater consideration and greater pay increases, or a higher percentage of pay increases—to the lower-paid employees and workers in the Federal Government, and not quite so much of the so-called gravy to some of the higher paid officials of our Government, including, by the way, certain Federal Court officials who seemingly are more engaged these days in legislative work than in judicial work.

Mr. Speaker, I hope when this bill goes to conference careful attention will be given to these differences and that when the bill comes back to the House from the conference committee, it will contain some of the amendments adopted in the other body just a little more fair to the lower income groups among our Federal employees than provided in the original House bill, and not quite so liberal an arrangement as the House bill provisions for increasing the pay of some of the higher paid appointees and officials of the Federal Government who now seem to be doing pretty well here in Washington, none of whom are seemingly anxious to leave their present positions because of any feeling their compensation is entirely too low.

Mr. Speaker, I feel this resolution should be adopted so this matter can follow the usual procedure, or legislative course of going to conference, being considered by the conference committee, and brought back to the House in the form of a conference committee report. The House itself can then pass upon any of the amendments, or any of the changes, that may be made in the bill by the conference committee itself.

Mr. Speaker, I would like to take just a moment to point out that I understand

both the House and the Senate bills contain an increase for Members of Congress of, not \$10,000, as had been requested by some groups here in the House, but of \$7,500 per annum. In view of the fact this provision is not in dispute—that item in the bill will not be subject to consideration by the conference committee.

Mr. FULTON of Pennsylvania. Mr. Speaker, will the gentleman yield?

The SPEAKER. The time of the gentleman from Ohio has expired.

Mr. BROWN of Ohio. Mr. Speaker, I yield myself 1 additional minute in order to yield to the gentleman from Pennsylvania.

Mr. FULTON of Pennsylvania. May I compliment the gentleman on his good statement.

I would like to point out to the Members of the House, to those of us who are conservative Members of the House, that this bill calls for a cost-of-living increase and adjustment of pay rates on a fair and equitable basis.

This bill should be sent to conference to work out the small differences between the Senate and the House versions of the legislation.

This pay raise legislation will make for good, efficient, and economical Government service voluntarily given by employees who feel that we in Congress are interested in their welfare and that of their families.

Therefore, I would suggest to my friend the gentleman from Iowa [Mr. Gross] that in order to be conservative we should all be constrained to vote for this rule and send the bill to conference.

Mr. BROWN of Ohio. Mr. Speaker, I would like to remind the gentleman from Pennsylvania [Mr. FULTON] and the other Members of the House that even at the best, as I understand this bill, it will cost about \$550 million yearly. That will be the cost tag placed upon the measure, and the price which will have to be paid by the taxpayers of the United States once this bill becomes law.

Now, Mr. Speaker, I yield 5 minutes to the gentleman from Iowa [Mr. Gross].

(Mr. GROSS asked and was given permission to revise and extend his remarks.)

Mr. GROSS. Mr. Speaker, the gentleman from Pennsylvania [Mr. FULTON] has a great deal more faith I think than anyone else in the House of Representatives as to the results of the conference on this bill. It is an event when a conference of the House and Senate cuts spending on almost any bill.

Mr. Speaker, this resolution ought to be defeated. I am opposed to this pay increase bill, and if the gentleman from Pennsylvania is opposed he will vote against the resolution as will everyone else who is opposed to a pay increase. Why send it to conference? Let it be defeated here and now.

However, I labor under no illusion as to what will likely happen here today because the rubberstamp is in operation, and it has been since the House back in March, by a 38-vote margin, defeated a pay increase bill in a direct confrontation on the issue. Then the legislation was resurrected and, as the gentleman from Ohio has well said, and despite

minor amendments on the part of the other body, this bill authorizes the spending of more than a half-billion a year on salary increases. Members of the House are going to participate in a 33⅓-percent increase, no matter how thick or how thin you try to slice it, if you vote for this bill.

Mr. SISK. Mr. Speaker, will the gentleman yield?

Mr. GROSS. I yield to the gentleman from California.

Mr. SISK. The gentleman mentioned that Members of the House will be voting at least a 33⅓-percent increase. I want to say it is my understanding if this bill passes in either form we will be voting to pay Members of Congress, of the 89th Congress, who are here next January. The new rate of pay, I believe, will be something like \$30,000 after January 1. I do not know how many of us will be in the Congress next year, but I think it is well to bring that out. The original bill and the present bill provide for the Members of the 89th Congress, the Members who serve in that Congress.

Mr. GROSS. I am sure it will be good news to the Republican opponent of the gentleman from California to know that he does not expect to come back in January.

Mr. SISK. I might say it apparently is true that my Republican opponent in California is an avid reader of the RECORD, but I did not infer I was not desirous personally to be back. We will have that little discussion out there, however, in the next few months.

Mr. GROSS. There will be a good deal of discussion on this and related aspects in the gentleman's district, and in my own district.

Mr. Speaker, once again I warn that approval of this irresponsible pay legislation will stimulate another wage and price spiral across the country and feed the flames of inflation.

In this connection I call attention to a statement made by President Johnson at Atlantic City last March at which time he said:

We must not choke off our needed and speedy economic expansion by a revival of the price-wage spiraling. Avoiding that spiral is the responsibility of business, and it is also the responsibility of labor.

Since Lyndon Johnson is applying heavy pressure in support of this salary grab, I assume that any statement he may make at the Democrat National Convention in Atlantic City in August will be just as meaningless as the one I just read and which emanated from the same place, Atlantic City, last March.

It is impossible for me to comprehend how a President of the United States can call on business and industry to hold the wage-price line and at the same time beat Members of Congress over the back to support a pay increase bill that will cost well above a half billion dollars a year. And it is impossible for me to comprehend how Members of Congress can yield to this pressure and boost their own salaries 33 percent when they know that the money to pay their increases and others will have to be borrowed, thus adding to the already staggering debt and deficit.



Mr. Speaker, I again call attention to the fact that the Federal employees retirement fund is \$34 billion in the red, and that this bill, increasing salaries, will only compound that deficit.

Incidentally, I understand that conferees on this bill have already met even though they have not been so designated by the Speaker. So perhaps this is an exercise in futility here today. Perhaps the time devoted to this bill now and the time devoted to an official conference would have been better spent on the so-called poverty legislation that is to follow.

This is quite a demonstration you are giving the people of this Nation today, promoting a salary-increase bill, and then coming to the floor, probably next week or at a very early date, with a war-on-poverty bill. I wonder what the public is going to think about a Congress that votes itself handsome pay increases and the same for Federal judges and Justices of the Supreme Court who pay nothing into the retirement fund and have lifetime jobs. Incidentally, where is the Chief Justice of the Supreme Court today who is scheduled to get an \$8,000-a-year pay increase? He is off enjoying a vacation in Europe while the report on the assassination of the late President Kennedy, which was supposed to have been made on June 1, we are now told may be made by the middle of September. I am sure everyone is anxious to give the Chief Justice of the Supreme Court, who is the chairman of an investigating committee, an \$8,000-a-year increase so that he can enjoy a vacation when he is supposed to be here doing his work.

Mr. BROWN of Ohio. Mr. Speaker, I yield 3 minutes to the gentleman from Michigan [Mr. JOHANSEN].

(Mr. JOHANSEN asked and was given permission to revise and extend his remarks.)

Mr. JOHANSEN. Mr. Speaker, yesterday a billion and a half dollars. Today a half billion dollars. Next week another billion dollars—this time to end poverty.

And so we go merrily and irresponsibly on our way to more permanently incurred obligations, to more deficit financing, to still higher national debt, to more interest charges on that debt, and to more borrowing to pay for the pyramiding cost of borrowing.

This is not the occasion to discuss the details of the Federal pay bill.

Suffice to say at this point that in advancing this bill one step toward final enactment we are repeating today the offense we committed yesterday.

Yesterday with respect to the social security amendments we undertook to offset the consequences of inflation by involving the social security program more deeply in the processes of inflation.

Today it is proposed we do the same thing with respect to the compensation of Federal employees, and we compound the offense by including unconscionable salary increases for Members of Congress and the Federal judiciary and for top officials of the executive branch.

On the pretext of undertaking to offset the effects of inflation in the area of Federal compensation, we are proposing

to involve the Federal salary and wage system even more deeply in the processes of inflation.

I urge the defeat of this resolution.

Mr. BROWN of Ohio. Mr. Speaker, I yield 5 minutes to the gentleman from Pennsylvania [Mr. CORBETT].

Mr. CORBETT. Mr. Speaker, the subject before us is a simple matter of whether or not we are going to allow the majority of the House and Senate to work its will on this bill. The House passed this bill 243 to 157; that is 61 percent to 39 percent. The Senate passed the bill by 58 to 21, which is 73 to 27 percent.

We have been fooling around with this bill since it was first suggested in May of 1963. We ran into one obstruction after another, not the least of which was objection to even going to conference.

All that they have succeeded in doing by this tactic is to waste time. The merits of the bill are not under consideration and cannot be in the time that is available to us.

I want to note in contrast that the military pay raise bill was introduced in the other body and passed by the committee and passed by the other body and has been reported out by the committee here in less than 1 month. It is the second military pay raise in recent years. We will probably be voting on it soon.

But the simple resolution before this body today is, I repeat, whether or not a majority of the House and of the Senate are to be allowed to be represented in a conference committee meeting to work out the differences in a bill which has been agreed on and which has been budgeted for.

Mr. Speaker, I urge the adoption of this resolution and urge that we get on with our business.

The SPEAKER. The time of the gentleman has expired.

Mr. SISK. Mr. Speaker, my good friend, the gentleman from Iowa, made some remarks regarding the position of the California delegation and of the particular Member here discussing the matter, and particularly with reference to who would receive these increases. As I understand, the gentleman from Iowa seeks reelection to the next Congress, as I am seeking reelection, and I am just a bit curious, assuming that this legislation passes, as to whether the gentleman proposes to accept his salary increase next year assuming that he is a Member of the 89th Congress. I will be glad to yield to the gentleman from Iowa [Mr. GROSS] for his answer.

Mr. GROSS. In view of what the gentleman said a little while ago, and the fact that he apparently will have a campaign in his district, I was giving some slight consideration to turning over my share of the increase to his campaign. I doubt that I will do it, but I was giving it consideration. I think the gentleman is going to need help.

Mr. SISK. Let me say to my good friend that I appreciate the generosity of that gesture and I hope he goes through with it. I am more than happy to receive any campaign funds that are given in good ethics because I think we can do a good job out in California. I under-

stand that recently my potential opponent out there inherited some help which I do not think he is too happy about, but anyway he is going to be on the ticket and running with the gentleman's candidate for President. I think we will have an interesting campaign this fall. Of course, if the gentleman can make a contribution to my campaign, it is more than welcome.

Mr. GROSS. If the gentleman will yield further, I am sure that after the Democrat convention there will be a lot of changing of minds on your side of the aisle about some of the spending that is going on because I am sure the President is going to go over to Atlantic City and repeat what he said last March. I did not believe he meant it at that time, but he may mean it sometime—I do not know. I have a hard time keeping up with him on what he means.

Mr. SISK. If the gentleman from Iowa will permit me to say so, you know I served for some 6 years as a Member of the Congress under the gentleman's President, President Eisenhower. I think President Eisenhower's position was not very clear and sometimes I did not know quite what his position was on certain issues. I did the best I could to follow him. I think my good friend will agree with me that it was not an easy time, so I think in the final analysis this thing will all work out and we will wait and see what happens in Atlantic City.

Mr. GROSS. You are going to have a plank in your platform against inflation and spiraling of wages; are you not?

Mr. SISK. Oh, I am sure about that.

But the gentleman failed to answer my question, assuming that we are both back here as Members of the 89th Congress, whether he will accept his salary increase.

Mr. GROSS. Will the gentleman let me cogitate on that for a little while, at least until we see what happens?

Mr. SISK. We hope to be together to discuss this in early January.

Mr. Speaker, I urge the adoption of the resolution and move the previous question.

The previous question was ordered.

The SPEAKER. The question is on the resolution.

The question was taken; and the Speaker announced that the "ayes" appeared to have it.

Mr. JOHANSEN. Mr. Speaker, I object to the vote on the ground that a quorum is not present and make the point of order that a quorum is not present.

The SPEAKER. Evidently a quorum is not present.

The Doorkeeper will close the doors, the Sergeant at Arms will notify absent Members, and the Clerk will call the roll.

The question was taken; and there were—yeas 244, nays 131, not voting 56, as follows:

[Roll No. 195]

YEAS—244

|          |             |            |
|----------|-------------|------------|
| Addabbo  | Auchincloss | Blatnik    |
| Albert   | Barrett     | Boggs      |
| Anderson | Barry       | Boland     |
| Andrews, | Bates       | Bolton,    |
| N. Dak.  | Becker      | Frances P. |
| Ashley   | Beckworth   | Bolton,    |
| Aspinall | Bel         | Oliver P.  |



|                |                 |                |                |              |               |
|----------------|-----------------|----------------|----------------|--------------|---------------|
| Bonner         | Hansen          | Ostertag       | Natcher        | Rogers, Tex. | Springer      |
| Bow            | Harding         | Patman         | Nelsen         | Roudebush    | Stinson       |
| Brooks         | Hardy           | Patten         | Perkins        | Rumsfeld     | Stubblefield  |
| Broomfield     | Harrison        | Pelly          | Pickie         | St. George   | Taft          |
| Brown, Calif.  | Hawkins         | Pepper         | Pillion        | Saylor       | Thomson, Wis. |
| Brown, Ohio    | Hays            | Philbin        | Poage          | Schadeberg   | Tuck          |
| Broyhill, Va.  | Healey          | Pike           | Poff           | Schenck      | Utt           |
| Burke          | Henderson       | Pirnie         | Quie           | Schneebeli   | Weaver        |
| Burkhalter     | Herlong         | Pool           | Quillen        | Schweiker    | Whalley       |
| Burton, Calif. | Hoffman         | Powell         | Randall        | Secrest      | Wharton       |
| Byrne, Pa.     | Holland         | Price          | Reid, Ill.     | Selden       | Whitten       |
| Byrnes, Wis.   | Horton          | Pucinski       | Reifel         | Short        | Williams      |
| Cahill         | Hosmer          | Purcell        | Rhodes, Ariz.  | Shriver      | Wilson, Bob   |
| Cameron        | Ichord          | Reid, N.Y.     | Rich           | Siler        | Wilson, Ind.  |
| Carey          | Joelson         | Reuss          | Roberts, Ala.  | Skubitz      | Winstead      |
| Casey          | Johnson, Calif. | Rhodes, Pa.    | Roberts, Tex.  | Smith, Va.   | Younger       |
| Cedernberg     | Johnson, Pa.    | Riehlman       | Rogers, Fla.   | Snyder       |               |
| Celler         | Johnson, Wis.   | Rivers, Alaska |                |              |               |
| Clausen,       | Karsten         | Robison        |                |              |               |
| Don H.         | Kastenmeier     | Rodino         | Alger          | Halleck      | Norblad       |
| Cohelan        | Keith           | Rogers, Colo.  | Arends         | Harris       | Olson, Minn.  |
| Conte          | Kelly           | Rooney, N.Y.   | Ashmore        | Hébert       | Passman       |
| Cooley         | Kilgore         | Rooney, Pa.    | Avery          | Holifield    | Pilcher       |
| Corbett        | King, Calif.    | Roosevelt      | Baring         | Hull         | Rains         |
| Corman         | King, N.Y.      | Rosenthal      | Bass           | Jennings     | Rivers, S.C.  |
| Daddario       | Kirwan          | Rostenkowski   | Bennett, Mich. | Jones, Mo.   | Ryan, Mich.   |
| Daniels        | Kluczynski      | Roush          | Bolling        | Karth        | Sikes         |
| Davis, Ga.     | Kornegay        | Roybal         | Brademas       | Kee          | Slack         |
| Delaney        | Kunkel          | Ryan, N.Y.     | Bromwell       | Keogh        | Staebler      |
| Dent           | Laird           | St Germain     | Bruce          | Kilburn      | Teague, Tex.  |
| Denton         | Libonati        | St. Onge       | Buckley        | Knox         | Thompson, La. |
| Derounian      | Lindsay         | Schwengel      | Davis, Tenn.   | Landrum      | Toll          |
| Diggs          | Lipscomb        | Scott          | Dawson         | Lankford     | Tupper        |
| Dingell        | Long, La.       | Senner         | Duncan         | Leggett      | Van Pelt      |
| Donohue        | Long, Md.       | Sheppard       | Evins          | Lesinski     | Vinson        |
| Downing        | McCulloch       | Shipley        | Forrester      | Lloyd        | Wallhauser    |
| Dulski         | McDade          | Sibal          | Frelinghuysen  | McIntire     | Willis        |
| Dwyer          | McDowell        | Sickles        | Fulton, Tenn.  | Miller, N.Y. |               |
| Edmondson      | McFall          | Sisk           |                |              |               |
| Edwards        | McLoskey        | Smith, Calif.  |                |              |               |
| Elliott        | McMillan        | Smith, Iowa    |                |              |               |
| Ellsworth      | Macdonald       | Stafford       |                |              |               |
| Fallon         | Madden          | Staggers       |                |              |               |
| Farbstein      | Mahon           | Steed          |                |              |               |
| Fascell        | Mailliard       | Stephens       |                |              |               |
| Feighan        | Martin, Mass.   | Stratton       |                |              |               |
| Finnegan       | Mathias         | Sullivan       |                |              |               |
| Fino           | Matsunaga       | Talcott        |                |              |               |
| Flood          | Matthews        | Taylor         |                |              |               |
| Flynt          | Michel          | Teague, Calif. |                |              |               |
| Fogarty        | Miller, Calif.  | Thomas         |                |              |               |
| Fraser         | Milliken        | Thompson, N.J. |                |              |               |
| Friedel        | Minish          | Thompson, Tex. |                |              |               |
| Fulton, Pa.    | Monagan         | Tollefson      |                |              |               |
| Fuqua          | Montoya         | Trimble        |                |              |               |
| Gallagher      | Moore           | Tuten          |                |              |               |
| Garmatz        | Moorhead        | Udall          |                |              |               |
| Gary           | Morgan          | Ullman         |                |              |               |
| Glaimo         | Morris          | Van Deerlin    |                |              |               |
| Gibbons        | Morrison        | Vanik          |                |              |               |
| Gilbert        | Morse           | Waggonner      |                |              |               |
| Gill           | Morton          | Watson         |                |              |               |
| Glenn          | Moss            | Watts          |                |              |               |
| Gonzalez       | Multer          | Weltner        |                |              |               |
| Goodell        | Murphy, Ill.    | Westland       |                |              |               |
| Grabowski      | Murphy, N.Y.    | White          |                |              |               |
| Gray           | Murray          | Whitener       |                |              |               |
| Green, Oreg.   | Nedzi           | Wickersham     |                |              |               |
| Green, Pa.     | Nix             | Widnall        |                |              |               |
| Griffiths      | O'Brien, N.Y.   | Wilson,        |                |              |               |
| Grover         | O'Hara, Ill.    | Charles H.     |                |              |               |
| Gubser         | O'Hara, Mich.   | Wright         |                |              |               |
| Hagan, Ga.     | O'Konski        | Wyder          |                |              |               |
| Hagen, Calif.  | Olsen, Mont.    | Wyman          |                |              |               |
| Halpern        | O'Neill         | Young          |                |              |               |
| Hanna          | Osmer           | Zablocki       |                |              |               |

## NAYS—131

|                |            |                |
|----------------|------------|----------------|
| Abbitt         | Cleveland  | Harsha         |
| Abele          | Collier    | Harvey, Ind.   |
| Abernethy      | Colmer     | Harvey, Mich.  |
| Adair          | Cramer     | Hechler        |
| Andrews, Ala.  | Cunningham | Hoeven         |
| Ashbrook       | Curtin     | Horan          |
| Ayres          | Curtis     | Huddleston     |
| Baker          | Dague      | Hutchinson     |
| Baldwin        | Derwinski  | Jarman         |
| Battin         | Devine     | Jensen         |
| Beermann       | Dole       | Johansen       |
| Belcher        | Dorn       | Jonas          |
| Bennett, Fla.  | Dowdy      | Jones, Ala.    |
| Berry          | Everett    | Kyl            |
| Betts          | Findley    | Langen         |
| Bray           | Fisher     | Latta          |
| Brock          | Ford       | Lennon         |
| Brotzman       | Foreman    | McClory        |
| Broyhill, N.C. | Fountain   | MacGregor      |
| Burleson       | Gathings   | Marsh          |
| Burton, Utah   | Goodling   | Martin, Calif. |
| Chamberlain    | Grant      | Martin, Nebr.  |
| Chelf          | Griffin    | May            |
| Chenoweth      | Gross      | Meador         |
| Clancy         | Gurney     | Mills          |
| Clark          | Haley      | Minshall       |
| Clawson, Del   | Hall       | Mosher         |

|               |              |               |
|---------------|--------------|---------------|
| Natcher       | Rogers, Tex. | Springer      |
| Nelsen        | Roudebush    | Stinson       |
| Perkins       | Rumsfeld     | Stubblefield  |
| Pickie        | St. George   | Taft          |
| Pillion       | Saylor       | Thomson, Wis. |
| Poage         | Schadeberg   | Tuck          |
| Poff          | Schenck      | Utt           |
| Quie          | Schneebeli   | Weaver        |
| Quillen       | Schweiker    | Whalley       |
| Randall       | Secrest      | Wharton       |
| Reid, Ill.    | Selden       | Whitten       |
| Reifel        | Short        | Williams      |
| Rhodes, Ariz. | Shriver      | Wilson, Bob   |
| Rich          | Siler        | Wilson, Ind.  |
| Roberts, Ala. | Skubitz      | Winstead      |
| Roberts, Tex. | Smith, Va.   | Younger       |
| Rogers, Fla.  | Snyder       |               |

## NOT VOTING—56

|                |              |               |
|----------------|--------------|---------------|
| Alger          | Halleck      | Norblad       |
| Arends         | Harris       | Olson, Minn.  |
| Ashmore        | Hébert       | Passman       |
| Avery          | Holifield    | Pilcher       |
| Baring         | Hull         | Rains         |
| Bass           | Jennings     | Rivers, S.C.  |
| Bennett, Mich. | Jones, Mo.   | Ryan, Mich.   |
| Bolling        | Karth        | Sikes         |
| Brademas       | Kee          | Slack         |
| Bromwell       | Keogh        | Staebler      |
| Bruce          | Kilburn      | Teague, Tex.  |
| Buckley        | Knox         | Thompson, La. |
| Davis, Tenn.   | Landrum      | Toll          |
| Dawson         | Lankford     | Tupper        |
| Duncan         | Leggett      | Van Pelt      |
| Evins          | Lesinski     | Vinson        |
| Forrester      | Lloyd        | Wallhauser    |
| Frelinghuysen  | McIntire     | Willis        |
| Fulton, Tenn.  | Miller, N.Y. |               |

So the resolution was agreed to.

The Clerk announced the following pairs:

Mr. Hébert with Mr. Wallhauser.  
 Mr. Keogh with Mr. Tupper.  
 Mr. Brademas with Mr. Frelinghuysen.  
 Mr. Evins with Mr. Bruce.  
 Mr. Hull with Mr. Norblad.  
 Mr. Thompson of Louisiana with Mr. McIntire.  
 Mr. Willis with Mr. Knox.  
 Mr. Harris with Mr. Miller of New York.  
 Mr. Duncan with Mr. Bennett of Michigan.  
 Mr. Slack with Mr. Van Pelt.  
 Mr. Baring with Mr. Bromwell.  
 Mr. Sikes with Mr. Alger.  
 Mr. Bass with Mr. Kilburn.  
 Mr. Jennings with Mr. Avery.  
 Mr. Holifield with Mrs. Kee.  
 Mr. Karth with Mr. Buckley.  
 Mr. Landrum with Mr. Lankford.  
 Mr. Ryan of Michigan with Mr. Dawson.  
 Mr. Toll with Mr. Lesinski.  
 Mr. Fulton of Tennessee with Mr. Passman.  
 Mr. Rivers of South Carolina with Mr. Staebler.  
 Mr. Teague of Texas with Mr. Davis of Tennessee.  
 Mr. Leggett with Mr. Vinson.  
 Mr. Rains with Mr. Forrester.  
 Mr. Ashmore with Mr. Pilcher.

Mr. RHODES of Arizona changed his vote from "yea" to "nay."

The result of the vote was announced as above recorded.

The doors were opened.

A motion to reconsider was laid on the table.

The SPEAKER. The Chair appoints the following conferees: MESSRS. MURRAY, MORRISON, and CORBETT.

## NATIONAL WILDERNESS PRESERVATION SYSTEM

Mr. ASPINALL. Mr. Speaker, I move that the House resolve itself into the Committee of the Whole House on the State of the Union to consider the bill (H.R. 9070) to establish a National Wilderness Preservation System for the permanent good of the whole people, and for other purposes; and pending that

motion, Mr. Speaker, I ask unanimous consent that Members speaking in general debate may have the privilege of including charts, tables, and other permanent matter with their statements.

The SPEAKER. Is there objection to the request of the gentleman from Colorado?

There was no objection.

The motion was agreed to.

## IN THE COMMITTEE OF THE WHOLE

Accordingly, the House resolved itself into the Committee of the Whole House on the State of the Union for the consideration of H.R. 9070, with Mr. GARY in the chair.

The Clerk read the title of the bill.

By unanimous consent, the first reading of the bill was dispensed with.

Mr. ASPINALL. Mr. Chairman, I yield myself 14 minutes.

(Mr. ASPINALL asked and was given permission to revise and extend his remarks.)

Mr. ASPINALL. Mr. Chairman, it is with a deep sense of satisfaction and with great pleasure that I advise the House that H.R. 9070, the wilderness bill as amended by the Committee on Interior and Insular Affairs, is a compromise measure that I feel can be supported by everyone.

In bringing the bill to the floor today I take this opportunity to acknowledge the cooperation of those who have made it possible for this compromise to have been reached. I want the record to be clear that the Kennedy and Johnson administrations cooperated very closely with the chairman of your Committee on Interior and Insular Affairs now speaking.

President Kennedy was personally interested in the success of the movement for a compromise wilderness bill, which was assured just a few days before the tragedy of November 22, 1963.

So many others contributed to the development of the compromise that I could not possibly name and thank them all. I would be remiss, however, if I did not mention the cooperative spirit of the ranking minority member of the Committee on Interior and Insular Affairs, the gentleman from Pennsylvania [Mr. SAYLOR], long one of the leading advocates of wilderness preservation; the gentleman from Michigan [Mr. DRUGELL], the gentleman from Nevada [Mr. BARING] who, as chairman of the Subcommittee on Public Lands, conducted the hearings on this legislation; and finally, those private citizens representing organizations interested in the use of national forests and other federally owned lands, ranging from those who desire preservation of large areas in their natural state through those who seek recreation in these areas and to those whose livelihood depends on the availability of these public land areas.

There is no statutory authority at the present time to set aside and retain areas of federally owned lands in their natural state. However, since 1924 the Chief of the Forest Service and the Secretary of Agriculture have in one way or another set aside areas within the national forests for wilderness preservation. For the past several years we have had a national dis-







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D. C. 20250

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U. S. Department of Agriculture

OFFICE OF  
BUDGET AND FINANCE

(For information only;  
should not be quoted  
or cited)

Issued Aug. 4, 1964

For actions of Aug. 3, 1964

88th-2nd, No. 149

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HIGHLIGHTS: House committee reported Appalachia bill. House received conference report on pay bill. Senate debated foreign-aid authorization bill. House committee reported bill to establish Federal agricultural services to Guam. Rep. Olsen, Mont., submitted and discussed measure to provide that House concur in Senate amendments to meat import bill. pp. 17204, 17266-7, 17292

## HOUSE

1. PAY. Received the conference report on H. R. 11049, the Federal pay bill (H. Rept. 1647). pp. 17267-82

2. D. C. APPROPRIATION BILL, 1965. Conferees were appointed on this bill, H. R. 10199. Senate conferees have already been appointed. p. 17200

3. LEGISLATIVE APPROPRIATION BILL, 1965. Conferees were appointed on this bill, H. R. 10723. Senate conferees have already been appointed. pp. 17200-2

4. ACCOUNTING. Passed under suspension of the rules H. R. 10446, to permit the use of statistical sampling procedures in the examination of vouchers. This



bill had been earlier reported with amendment (H. Rept. 1643). pp. 17244-5, 17292

5. APPALACHIA. The Public Works Committee reported with amendment H. R. 11946, the Appalachian bill (H. Rept. 1641). p. 17292  
Rep. Schwengel criticized the Appalachian bill, listing some of the "grave shortcomings of this proposal." pp. 17264-6
6. GUAM. The Agriculture Committee reported with amendment, H. R. 3869, to establish Federal agricultural services to Guam (H. Rept. 1645). p. 17292
7. FORESTRY. The Agriculture Committee reported without amendment S. 51, to authorize the Secretary of Agriculture to relinquish to Wyo. jurisdiction over certain lands in the Medicine Bow National Forest (H. Rept. 1646). p. 17292
8. ADMINISTRATIVE LAW. Passed over without prejudice S. 1664, to provide for continuous improvement of the administrative procedure of Federal agencies by creating an Administrative Conference of the United States. p. 17206
9. COMMITTEES. Received a list showing employees, positions, and salaries of the staff of each committee. pp. 17283-92
10. PERSONNEL. Rep. Olsen, Mont., urged adoption of his bill, H. R. 8162, providing for an increase in civil service retirement benefits. pp. 17263-4
11. EDUCATION. Rep. Perkins inserted data indicating the effect of the impacted-areas laws on each congressional district. pp. 17237-41
12. POVERTY. Rep. Frelinghuysen urged defeat of the poverty bill and adoption in its place of his bill, H. R. 11050, providing "substantial sums" over a three-year period without creating "a new and entirely unnecessary Federal agency." p. 17205
13. MEAT IMPORTS. Rep. Teague, Calif., announced that he would have no objection to referring to H. R. 1839, the meat import bill, as "the Teague bill." p. 17205  
Rep. Talcott spoke in favor of the meat-import restrictions bill. p. 17205  
Rep. Morris stated that "the cattlemen of Australia...got the best end of the bargain" in the agreement on meat imports and that 10 percent of the excess supply of beef is coming from imports. p. 17204
14. FORESTRY; PERSONNEL. Passed without amendment, S. 2218, to authorize the Secretary of Interior to accept the transfer of certain national forest lands in Cocke Co., Tenn., for purposes of the Foothills Parkway. p. 17210  
Passed over without prejudice, H. R. 3800, to authorize the waiver of collection of certain erroneous payments made by the Federal Government to certain civilian and military personnel. p. 17208  
Passed without amendment H. R. 11546, to validate certain payments made to employees of the Forest Service. p. 17209  
Passed as reported, H. R. 4242, to provide for the release and transfer of all right, title, and interest of the U. S. in certain tracts of land in Pender County, N. C. p. 17209  
Passed without amendment, H. R. 10069, to authorize exchange of lands adjacent to the Lassen National Forest, Calif. p. 17210
15. INSPECTION SERVICES. Passed without amendment H. R. 9180, to enable the Secretary of Agriculture to furnish, upon a reimbursable basis, certain inspection services involving overtime work. pp. 17209-10

GOVERNMENT EMPLOYEES SALARY REFORM ACT OF  
1964

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AUGUST 3, 1964.—Ordered to be printed

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Mr. MURRAY, from the committee of conference, submitted the  
following

CONFERENCE REPORT

[To accompany H.R. 11049]

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows:

In lieu of the matter proposed to be inserted by the Senate amendment insert the following: *That this Act may be cited as the "Government Employees Salary Reform Act of 1964".*

TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS

SHORT TITLE

SEC. 101. *This title may be cited as the "Federal Employees Salary Act of 1964".*



## CLASSIFICATION ACT EMPLOYEES

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

| "Grade     | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1-----  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2-----  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3-----  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4-----  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5-----  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6-----  | 5,505                     | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7-----  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8-----  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9-----  | 7,220                     | 7,465   | 7,710   | 7,955   | 8,200   | 8,445   | 8,690   | 8,935   | 9,180   | 9,425   |
| GS-10----- | 7,900                     | 8,170   | 8,440   | 8,710   | 8,980   | 9,250   | 9,520   | 9,790   | 10,060  | 10,330  |
| GS-11----- | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |
| GS-12----- | 10,250                    | 10,605  | 10,960  | 11,315  | 11,670  | 12,025  | 12,380  | 12,735  | 13,090  | 13,445  |
| GS-13----- | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14----- | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15----- | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16----- | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17----- | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18----- | 24,500                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b)(4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate

compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purpose of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he held such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

(6) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this Act, was promoted from one grade under the Classification Act of 1949, as amended, to another such grade at a rate which is above the minimum rate thereof, his rate of basic compensation shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in this section which corresponds numerically to the step of the grade of the General Schedule for such officer or employee which was in effect (without regard to this Act) at the time of such promotion.

SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may, with the approval of the Commission in each specific case, appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose. The approval of the Commission in each specific case shall not be required with respect to appointments made by the Librarian of Congress."

(b) Section 505(b) of the Classification Act of 1949, as amended (5 U.S.C. 1105(b)), relating to the limitation on numbers of positions in grades 16, 17, and 18 of the General Schedule of such Act, is amended by inserting "(i)" immediately following the words "in addition to", and by inserting immediately following the words "which may be placed in such grades" a comma and the following: "and (ii) two hundred and forty examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) which may be placed in grade 16 and nine such positions which may be placed in grade 17".



(c) Section 604(d)(3) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is amended to read as follows:

“(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.”.

#### POSTAL FIELD SERVICE EMPLOYEES

SEC. 104. Section 1 of title 39, United States Code, is amended by striking out the period at the end of such section and inserting in lieu thereof a semicolon and the following:

“‘revenue unit’ means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title.”.

SEC. 105. Section 702 of title 39, United States Code, is amended to read as follows:

#### “§ 702. Classes of post offices

“(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceeding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but fewer than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but fewer than 190 revenue units. He shall place in the fourth class those post offices having fewer than 36 revenue units.

“(b) The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—

“(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;

“(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

“(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.

“(c) Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section.”.

SEC. 106. Section 704 of title 39, United States Code, is amended by deleting “of the first, second, or third class” appearing therein, and inserting in lieu thereof “(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)”.

SEC. 107. Subsection (b)(1) of section 2102 of title 39, United States Code, is amended to read as follows:

“(1) for post offices at which the postmaster does not furnish quarters on an allowance basis;”.

SEC. 108. (a) Section 3501 of title 39, United States Code, is amended by inserting a new subsection (c) following subsection (b) as follows:

"(c) The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions."

(b) Chapter 45 of title 39, United States Code, is amended as follows:

(1) In subsection (c) of section 3513—

(A) Change the catchline to read "POST OFFICE CLERK. (KP-4)"; and

(B) Add the following new sentence to the end of paragraph (1): "This office has fewer than 190 revenue units annually."

(2) In subsection (e) of section 3516—

(A) Change the catchline to read "POSTMASTER. (KP-18)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$1,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 40 revenue units annually".

(3) In subsection (b) of section 3517—

(A) Change the catchline to read "POSTMASTER. (KP-20)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$4,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 110 revenue units annually".

(4) In subsection (b) of section 3518—

(A) Change the catchline to read "POSTMASTER. (KP-22)";

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$6,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 140 revenue units annually".

(5) In subsection (b) of section 3519—

(A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-24)"; and

(B) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

(6) In subsection (c) of section 3519—

(A) Change the catchline to read "POSTMASTER. (KP-25)";

(B) Delete "second class" in the first sentence of paragraph (1); and



- (C) Delete "annual receipts of approximately \$16,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 380 revenue units annually".
- (7) In subsection (b) of section 3520—
- (A) Change the catchline to read "POSTMASTER. (KP-27)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".
- (8) In subsection (b) of section 3521—
- (A) Change the catchline to read "POSTMASTER. (KP-29)";
- (B) Delete "first class" appearing in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$129,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 3,060 revenue units annually".
- (9) In subsection (b) of section 3522—
- (A) Change the catchline to read "POSTMASTER. (KP-31)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$314,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 7,450 revenue units annually".
- (10) In subsection (b) of section 3523—
- (A) Change the catchline to read "POSTMASTER. (KP-33)";
- (B) Delete "first class" appearing in the first sentence of paragraph (1); and
- (C) Delete the second sentence of paragraph (1) and insert in lieu thereof: "This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction."
- (11) In subsection (b) of section 3524—
- (A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-35)"; and
- (B) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".
- (12) In subsection (c) of section 3524—
- (A) Change the catchline to read "POSTMASTER. (KP-36)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$1,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 23,700 revenue units annually".
- (13) In subsection (a) of section 3525—
- (A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-37)"; and

- (B) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".
- (14) In subsection (b) of section 3525—
- (A) Change the catchline to read "POSTMASTER. (KP-38)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".
- (15) In subsection (a) of section 3526—
- (A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-39)"; and
- (B) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".
- (16) In subsection (b) of section 3526—
- (A) Change the catchline to read "POSTMASTER. (KP-40)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$4,470,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 106,000 revenue units annually".
- (17) In subsection (b) of section 3527—
- (A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-42)"; and
- (B) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".
- (18) In subsection (c) of section 3527—
- (A) Change the catchline to read "POSTMASTER. (KP-43)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".
- (19) In subsection (b) of section 3528—
- (A) Change the catchline to read "ASSISTANT POSTMASTER. (KP-45)"; and
- (B) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".
- (20) In subsection (c) of section 3528—
- (A) Change the catchline to read "POSTMASTER. (KP-46)";
- (B) Delete "first class" in the first sentence of paragraph (1); and
- (C) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".



(21) In section 3529—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER. (KP-47)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".

(22) In section 3530—

(A) Change the catchline immediately preceding paragraph (1) to read "POSTMASTER. (KP-48)";

(B) Delete "first class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".

SEC. 109. Section 3542(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be 'PFS'. Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

#### "POSTAL FIELD SERVICE SCHEDULE"

| "PFS" | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|-------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1     | \$3,945                   | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2     | 4,270                     | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3     | 4,615                     | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4     | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5     | 5,345                     | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6     | 5,735                     | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7     | 6,140                     | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   | -----   |
| 8     | 6,550                     | 6,770   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   | -----   | -----   |
| 9     | 7,190                     | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   | -----   | -----   |
| 10    | 7,830                     | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  | -----   | -----   |
| 11    | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  | -----   | -----   |
| 12    | 9,570                     | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  | -----   | -----   |
| 13    | 10,575                    | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  | -----   | -----   |
| 14    | 11,660                    | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  | -----   | -----   |
| 15    | 12,835                    | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  | -----   | -----   |
| 16    | 14,240                    | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  | -----   | -----   |
| 17    | 15,765                    | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  | -----   | -----   |
| 18    | 17,450                    | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  | -----   | -----   |
| 19    | 19,345                    | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  | -----   | -----   | -----   | -----   |
| 20    | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

SEC. 110. Section 3543(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be 'RCS'.

**"RURAL CARRIER SCHEDULE**

|                                                                            | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum-----                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route----- | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles-----                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25"     |

SEC. 111. (a) Section 3544 of title 39, United States Code, is amended, to read as follows:

**"§ 3544. Fourth Class Office Schedule**

"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

**"FOURTH-CLASS OFFICE SCHEDULE**

| "Revenue units           | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|--------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                          | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 30 but less than 36----- | \$3,769                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| 24 but less than 30----- | 3,485                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| 18 but less than 24----- | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| 12 but less than 18----- | 2,258                     | 2,331   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| 6 but less than 12-----  | 1,628                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than 6-----         | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775"  |

"(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in revenue units at the start of the first pay period after January 1 of each year. When a post office is restored to a revenue unit category held by it prior to relegation to a lower revenue unit category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher revenue unit category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted revenue units of the office. Each increase in basic salary because of change in revenue units shall be deemed the equivalent of a step increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

"(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster



General may advance such office to the appropriate category based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any fourth-class office advanced to the appropriate category pursuant to this subsection shall not be reduced in category until the start of the first pay period after January 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category indicated by the revenue units for the preceding fiscal year.

"(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

"(e) The Postmaster General may allow to postmasters in fourth-class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

"(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

"(g) Where the revenue units of a post office of the third class for each of two consecutive fiscal years are less than 36, or where in any fiscal year the revenue units are less than 33, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

"(h) When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office."

(b) As of the effective date of this section, the Postmaster General shall place the position of each postmaster in a fourth-class office in the appropriate revenue units category of the Fourth-Class Office Schedule (FOS) determined on the basis of revenue units for the fiscal year ending June 30, 1963. The Postmaster General shall assign each such postmaster to the lowest step of the appropriate revenue units category which will provide him compensation not less than 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section). If there is no such step or category, the postmaster shall be paid compensation at the rate of 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section).

(c) If changes in the gross receipts category or changes in salary step would occur on the effective date of this section (without regard to the enactment of this section), such changes shall be deemed to have occurred prior to any action taken under subsection (b) of this section.

SEC. 112. (a) Subsection (a) of section 6007 of title 39, United States Code, is amended to read as follows:

"(a) The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee."

(b) Section 2009 of title 39, United States Code, is amended by deleting "at any price less than eight cents per piece" and inserting in lieu thereof "at any price less than the fees established pursuant to section 6007(a) of this title."

SEC. 113. Section 3560 of title 39, United States Code, is amended—

(1) by striking out "gross receipts" in subsection (a)(3) and inserting in lieu thereof "revenue unit"; and

(2) by striking out "gross receipts" in subsection (f)(1) and inserting in lieu thereof "revenue unit".

SEC. 114. (a) Section 3552(a) of title 39, United States Code, is amended to read as follows:

"(a)(1) Each employee subject to the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule who has not reached the highest step for his position shall be advanced successively to the next higher step as follows:

"(A) to steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and

"(B) to steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

"(2) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step increases."

(b) Section 3552 of title 39, United States Code, is further amended by adding the following new subsection at the end thereof:

"(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

SEC. 115. (a) Section 711 of title 39, United States Code, is repealed.

(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

"711. Method of determining gross receipts."

SEC. 116. The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this section, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds



*the maximum step of his position, his existing basic compensation shall be established as his basic compensation.*

**EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION**

*SEC. 117. (a) Section 4103 of title 38, United States Code, relating to the appointment and annual salaries of certain staff positions in the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:*

**"§ 4103. Office of the Chief Medical Director**

*"(a) The Office of the Chief Medical Director shall consist of the following—*

*"(1) The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.*

*"(2) The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.*

*"(3) Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.*

*"(4) Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.*

*"(5) A Director of Nursing Service, who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.*

*"(6) A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.*

*"(7) Such other personnel and employees as may be authorized by this chapter.*

*"(b) Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.*

*"(c) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position."*

(b) *The table of contents of chapter 73 of title 38, United States Code, is amended by striking out*

*"4103. Appointments and compensation."*

*and inserting in lieu thereof:*

*"4103. Office of the Chief Medical Director."*

(c) *Section 2 of the Act of July 31, 1894, as amended (5 U.S.C. 62), shall not apply to any individual appointed, before January 1, 1964, as Chief Medical Director under section 4103 of title 38, United States Code; but section 212 of the Act of June 30, 1932, as amended (5 U.S.C. 59a), shall apply, in accordance with its terms, to any such individual.*

*SEC. 118. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:*

**"§ 4107. Grades and pay scales**

*"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:*

**"SECTION 4103 SCHEDULE**

*"Assistant Chief Medical Director, \$24,500.*

*"Medical Director, \$21,445 minimum to \$24,445 maximum.*

*"Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.*

*"Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.*

*"Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.*

*"Chief Dietitian, \$16,460 minimum to \$21,590 maximum.*

*"(b)(1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:*

**"PHYSICIAN AND DENTIST SCHEDULE**

*"Director grade, \$18,935 minimum to \$24,175 maximum.*

*"Executive grade, \$17,655 minimum to \$23,190 maximum.*

*"Chief grade, \$16,460 minimum to \$21,590 maximum.*

*"Senior grade, \$14,170 minimum to \$18,580 maximum.*

*"Intermediate grade, \$12,075 minimum to \$15,855 maximum.*

*"Full grade, \$10,250 minimum to \$13,445 maximum.*

*"Associate grade, \$8,650 minimum to \$11,305 maximum.*

**"NURSE SCHEDULE**

*"Assistant Director grade, \$14,170 minimum to \$18,580 maximum.*

*"Chief grade, \$12,075 minimum to \$15,855 maximum.*

*"Senior grade, \$10,250 minimum to \$13,445 maximum.*

*"Intermediate grade, \$8,650 minimum to \$11,305 maximum.*

*"Full grade, \$7,220 minimum to \$9,425 maximum.*

*"Associate grade, \$6,315 minimum to \$8,205 maximum.*

*"Junior grade, \$5,505 minimum to \$7,170 maximum.*

*"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (inde-*



pendent), or the position of clinic director at an outpatient clinic, or comparable position.”.

#### FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 119. Section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows:

##### “FOREIGN SERVICE OFFICERS

“SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   |
| Class 6.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   |
| Class 7.....  | 7,010    | 7,245    | 7,480    | 7,715    | 7,950    | 8,185    | 8,420    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250”.  |

SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows:

“(a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   | 12,360   | 12,705   | 13,050   |
| Class 4.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   | 10,290   | 10,575   | 10,860   |
| Class 5.....  | 7,480    | 7,735    | 7,990    | 8,245    | 8,500    | 8,755    | 9,010    | 9,265    | 9,520    | 9,775    |
| Class 6.....  | 6,755    | 6,980    | 7,205    | 7,430    | 7,655    | 7,880    | 8,105    | 8,330    | 8,555    | 8,780    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830”.  |

SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946, shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

#### AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

SEC. 122. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be in-

creased by amounts equal, as nearly as may be practicable, to the increases provided by section 102 of this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

#### MISCELLANEOUS PROVISIONS

SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

"(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate."

SEC. 124. Subsection (b) of the first section of the Act entitled "An Act to provide retirement, clerical assistants, and free mailing privileges to former Presidents of the United States, and for other purposes", approved August 25, 1958 (72 Stat. 838; 3 U.S.C. note fol. 102), is amended by striking out "\$50,000" and inserting in lieu thereof "\$65,000".

#### ABSORPTION OF COSTS

SEC. 125. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such departments, agencies, establishments, and corporations in such manner and to such extent as the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

(b) Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

(c) Nothing contained in subsection (a) of this section shall be held or considered to require (1) the separation from the service of any individual by reduction in force or other personnel action or (2) the placing of any individual in a leave-without-pay status.

#### TITLE 11—FEDERAL LEGISLATIVE SALARIES

SEC. 201. This title may be cited as the "Federal Legislative Salary Act of 1964".

SEC. 202. (a) Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional com-



pensation in an amount equal to the greater of the following amounts, as applicable:

(1) an amount equal to  $3\frac{1}{2}$  per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law) in effect immediately prior to the effective date of this section plus 1 per centum of such gross rate for each whole multiple, or part of a multiple, of \$500 basic compensation; or

(2) an amount equal to 5 per centum of such gross rate.

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by reason of any other provision of this title, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section in that gross rate which is nearest in amount to the total annual compensation of such officer or employee.

(c) Each of the limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives shall be increased by 7 per centum. The amount of each increase under this subsection shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this subsection shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

(f) Notwithstanding the provision referred to in subsection (g), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Official Reporters of Debates of the Senate, the Parliamentarian of the Senate, the Senior

Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by an amount which is equal to the amount of the increase which would be provided by subsection (a) of this section in that gross rate determined without regard to the provisions referred to in subsection (g) of this section which is nearest in amount to the total annual compensation of such officer or employee.

(g) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$18,880" and inserting in lieu thereof "\$22,945".

(h) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

(i) The gross rate of compensation of the Postmaster of the Senate shall be \$18,420, and the gross rate of compensation of the Assistant Postmaster of the Senate shall be \$14,570. The provisions of section 106 of the Legislative Branch Appropriation Act, 1963, shall not hereafter apply to employees referred to in this subsection.

(j) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

(1) by striking out "\$8,880" where it first appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(2) by striking out "\$8,880" at the second place where it appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

(k) (1) This subsection is enacted as an exercise of the rule making power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

(A) by striking out "\$8,880" where it first appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(B) by striking out "\$8,880" at the second place where it appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".



*SEC. 203. (a) The compensation of the Comptroller General of the United States shall be at the rate of \$30,000 per annum.*

*(b) The compensation of the Assistant Comptroller General of the United States shall be at the rate of \$28,500 per annum.*

*(c) The compensation of the General Counsel of the United States General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol shall be at the rate of \$27,000 per annum.*

*(d) The compensation of the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol shall be at the rate of \$25,500 per annum.*

*(e) The compensation of the Second Assistant Architect of the Capitol shall be at the rate of \$23,500 per annum.*

*(f) The compensation of the Chaplain of the House of Representatives shall be at the rate of \$12,500 per annum.*

*(g) The compensation of the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate shall be at the rate of \$27,500 per annum.*

*(h) The compensation of the Chaplain of the Senate shall be at the rate of \$15,000 per annum.*

*SEC. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:*

*"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum."*

*SEC. 205. No officer or employee subject to section 202(a) or 202(b) of this title shall receive, by reason of any provision of this title, an increase in gross rate of compensation (basic compensation plus additional compensation authorized by law), or in total annual compensation, which is in excess of the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this Act for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended.*

### **TITLE III—FEDERAL EXECUTIVE SALARIES**

*SEC. 301. This title may be cited as the "Federal Executive Salary Act of 1964".*

*SEC. 302. There is hereby established for offices and positions to which section 303 of this title applies a basic compensation schedule, to be known as the "Federal Executive Salary Schedule", which shall be divided into five salary levels.*

*SEC. 303. (a) Level I of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$35,000:*

- (1) Secretary of State.*
- (2) Secretary of the Treasury.*
- (3) Secretary of Defense.*
- (4) Attorney General.*
- (5) Postmaster General.*
- (6) Secretary of the Interior.*
- (7) Secretary of Agriculture.*
- (8) Secretary of Commerce.*
- (9) Secretary of Labor.*
- (10) Secretary of Health, Education, and Welfare.*

(b) *Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000 :*

- (1) *Deputy Secretary of Defense.*
- (2) *Under Secretary of State.*
- (3) *Administrator, Agency for International Development.*
- (4) *Administrator of the National Aeronautics and Space Administration.*
- (5) *Administrator of Veterans' Affairs.*
- (6) *Administrator of the Housing and Home Finance Agency.*
- (7) *Administrator of the Federal Aviation Agency.*
- (8) *Chairman, Atomic Energy Commission.*
- (9) *Chairman, Council of Economic Advisers.*
- (10) *Chairman, Board of Governors of the Federal Reserve System.*
- (11) *Director of the Bureau of the Budget.*
- (12) *Director of the Office of Science and Technology.*
- (13) *Director of the United States Arms Control and Disarmament Agency.*
- (14) *Director of the United States Information Agency.*
- (15) *Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: Provided, That thereafter the position shall be placed in level III.*
- (16) *Director of Central Intelligence.*
- (17) *Secretary of the Air Force.*
- (18) *Secretary of the Army.*
- (19) *Secretary of the Navy.*

(c) *Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$28,500:*

- (1) *Deputy Attorney General.*
- (2) *Solicitor General of the United States.*
- (3) *Deputy Postmaster General.*
- (4) *Under Secretary of Agriculture.*
- (5) *Under Secretary of Commerce.*
- (6) *Under Secretary of Commerce for Transportation.*
- (7) *Under Secretary of Health, Education, and Welfare.*
- (8) *Under Secretary of the Interior.*
- (9) *Under Secretary of Labor.*
- (10) *Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs.*
- (11) *Under Secretary of the Treasury.*
- (12) *Under Secretary of the Treasury for Monetary Affairs.*
- (13) *Administrator of General Services.*
- (14) *Administrator of the Small Business Administration.*
- (15) *Deputy Administrator of Veterans' Affairs.*
- (16) *Deputy Administrator, Agency for International Development.*
- (17) *Chairman, Civil Aeronautics Board.*
- (18) *Chairman of the United States Civil Service Commission.*
- (19) *Chairman, Federal Communications Commission.*
- (20) *Chairman, Board of Directors, Federal Deposit Insurance Corporation.*
- (21) *Chairman of the Federal Home Loan Bank Board.*
- (22) *Chairman, Federal Power Commission.*



- (23) *Chairman, Federal Trade Commission.*
  - (24) *Chairman, Interstate Commerce Commission.*
  - (25) *Chairman, National Labor Relations Board.*
  - (26) *Chairman, Securities and Exchange Commission.*
  - (27) *Chairman, Board of Directors of the Tennessee Valley Authority.*
  - (28) *Chairman, National Mediation Board.*
  - (29) *Chairman, Railroad Retirement Board.*
  - (30) *Chairman, Federal Maritime Commission.*
  - (31) *Comptroller of the Currency.*
  - (32) *Commissioner of Internal Revenue.*
  - (33) *Director of Defense Research and Engineering, Department of Defense.*
  - (34) *Deputy Administrator of the National Aeronautics and Space Administration.*
  - (35) *Deputy Director of the Bureau of the Budget.*
  - (36) *Deputy Director of Central Intelligence.*
  - (37) *Director of the Office of Emergency Planning.*
  - (38) *Director of the Peace Corps.*
  - (39) *Director of Selective Service, so long as the position is held by the present incumbent: Provided, That thereafter the position shall be placed in Level IV.*
  - (40) *Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.*
  - (41) *Director of the National Science Foundation.*
  - (42) *Deputy Administrator of the Housing and Home Finance Agency.*
  - (43) *President of the Export-Import Bank of Washington.*
  - (44) *Members, Atomic Energy Commission.*
  - (45) *Members, Board of Governors of the Federal Reserve System.*
  - (46) *Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: Provided, That thereafter the position shall be placed in Level IV.*
- (d) *Level IV of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$27,000:*
- (1) *Administrator, Bureau of Security and Consular Affairs, Department of State.*
  - (2) *Deputy Administrator of the Federal Aviation Agency.*
  - (3) *Deputy Administrator of General Services.*
  - (4) *Associate Administrator of the National Aeronautics and Space Administration.*
  - (5) *Assistant Administrators, Agency for International Development (6).*
  - (6) *Regional Assistant Administrators, Agency for International Development (4).*
  - (7) *Under Secretary of the Air Force.*
  - (8) *Under Secretary of the Army.*
  - (9) *Under Secretary of the Navy.*
  - (10) *Deputy Under Secretaries of State (2).*
  - (11) *Assistant Secretaries of Agriculture (3).*
  - (12) *Assistant Secretaries of Commerce (4).*
  - (13) *Assistant Secretaries of Defense (7).*

- (14) *Assistant Secretaries of the Air Force (3).*
- (15) *Assistant Secretaries of the Army (3).*
- (16) *Assistant Secretaries of the Navy (3).*
- (17) *Assistant Secretaries of Health, Education, and Welfare (2).*
- (18) *Assistant Secretaries of the Interior (4).*
- (19) *Assistant Attorneys General (9).*
- (20) *Assistant Secretaries of Labor (4).*
- (21) *Assistant Postmasters General (5).*
- (22) *Assistant Secretaries of State (11).*
- (23) *Assistant Secretaries of the Treasury (4).*
- (24) *Chairman of the United States Tariff Commission.*
- (25) *Commissioner, Community Facilities Administration.*
- (26) *Commissioner, Federal Housing Administration.*
- (27) *Commissioner, Public Housing Administration.*
- (28) *Commissioner, Urban Renewal Administration.*
- (29) *Director of Civil Defense, Department of the Army.*
- (30) *Director of the Federal Mediation and Conciliation Service.*
- (31) *Deputy Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.*
- (32) *Deputy Director of the Office of Emergency Planning.*
- (33) *Deputy Director of the Office of Science and Technology.*
- (34) *Deputy Director of the Peace Corps.*
- (35) *Deputy Director of the United States Arms Control and Disarmament Agency.*
- (36) *Deputy Director of the United States Information Agency.*
- (37) *Assistant Directors of the Bureau of the Budget (3).*
- (38) *General Counsel of the Department of Agriculture.*
- (39) *General Counsel of the Department of Commerce.*
- (40) *General Counsel of the Department of Defense.*
- (41) *General Counsel of the Department of Health, Education, and Welfare.*
- (42) *Solicitor of the Department of the Interior.*
- (43) *Solicitor of the Department of Labor.*
- (44) *General Counsel of the National Labor Relations Board.*
- (45) *General Counsel of the Post Office Department.*
- (46) *Counselor of the Department of State.*
- (47) *Legal Adviser of the Department of State.*
- (48) *General Counsel of the Department of the Treasury.*
- (49) *First Vice President of the Export-Import Bank of Washington.*
- (50) *General Manager of the Atomic Energy Commission.*
- (51) *Governor of the Farm Credit Administration.*
- (52) *Inspector General, Foreign Assistance.*
- (53) *Deputy Inspector General, Foreign Assistance.*
- (54) *Members, Civil Aeronautics Board.*
- (55) *Members, Council of Economic Advisers.*
- (56) *Members, Board of Directors of the Export-Import Bank of Washington.*
- (57) *Members, Federal Communications Commission.*
- (58) *Member, Board of Directors of the Federal Deposit Insurance Corporation.*
- (59) *Members, Federal Home Loan Bank Board.*
- (60) *Members, Federal Power Commission.*
- (61) *Members, Federal Trade Commission.*
- (62) *Members, Interstate Commerce Commission.*



- (63) *Members, National Labor Relations Board.*
- (64) *Members, Securities and Exchange Commission.*
- (65) *Members, Board of Directors of the Tennessee Valley Authority.*
- (66) *Members, United States Civil Service Commission.*
- (67) *Members, Federal Maritime Commission.*
- (68) *Members, National Mediation Board.*
- (69) *Members, Railroad Retirement Board.*

(e) *Level V of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$26,000:*

- (1) *Administrator, Agricultural Marketing Service, Department of Agriculture.*
- (2) *Administrator, Agricultural Research Service, Department of Agriculture.*
- (3) *Administrator, Agricultural Stabilization and Conservation Service, Department of Agriculture.*
- (4) *Administrator, Farmers Home Administration.*
- (5) *Administrator, Foreign Agricultural Service, Department of Agriculture.*
- (6) *Administrator, Rural Electrification Administration, Department of Agriculture.*
- (7) *Administrator, Soil Conservation Service, Department of Agriculture.*
- (8) *Administrator, Bonneville Power Administration, Department of the Interior.*
- (9) *Administrator of the National Capital Transportation Agency.*
- (10) *Administrator of the Saint Lawrence Seaway Development Corporation.*
- (11) *Deputy Administrators of the Small Business Administration (4).*
- (12) *Associate Administrator for Administration, Federal Aviation Agency.*
- (13) *Associate Administrator for Development, Federal Aviation Agency.*
- (14) *Associate Administrator for Programs, Federal Aviation Agency.*
- (15) *Associate Administrator for Advanced Research and Technology, National Aeronautics and Space Administration.*
- (16) *Associate Administrator for Space Science and Applications, National Aeronautics and Space Administration.*
- (17) *Associate Administrator for Manned Space Flight, National Aeronautics and Space Administration.*
- (18) *Associate Deputy Administrator, National Aeronautics and Space Administration.*
- (19) *Deputy Associate Administrator, National Aeronautics and Space Administration.*
- (20) *Associate Deputy Administrator of Veterans' Affairs.*
- (21) *Archivist of the United States.*
- (22) *Area Redevelopment Administrator, Department of Commerce.*
- (23) *Assistant Secretary of Agriculture for Administration.*
- (24) *Assistant Secretary of Health, Education, and Welfare for Administration.*

- (25) *Assistant Secretary of the Interior for Administration.*
- (26) *Assistant Attorney General for Administration.*
- (27) *Assistant Secretary of Labor for Administration.*
- (28) *Assistant Secretary of the Treasury for Administration.*
- (29) *Assistant General Manager, Atomic Energy Commission.*
- (30) *Assistant and Science Adviser to the Secretary of the Interior.*
- (31) *Chairman, Foreign Claims Settlement Commission of the United States.*
- (32) *Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.*
- (33) *Chairman of the Renegotiation Board.*
- (34) *Chairman of the Subversive Activities Control Board.*
- (35) *Chief Counsel for the Internal Revenue Service, Department of the Treasury.*
- (36) *Chief Forester of the Forest Service, Department of Agriculture.*
- (37) *Chief Postal Inspector, Post Office Department.*
- (38) *Chief, Weather Bureau, Department of Commerce.*
- (39) *Commissioner of Customs, Department of the Treasury.*
- (40) *Commissioner, Federal Supply Service, General Services Administration.*
- (41) *Commissioner of Education, Department of Health, Education, and Welfare.*
- (42) *Commissioner of Fish and Wildlife, Department of the Interior.*
- (43) *Commissioner of Food and Drugs, Department of Health, Education, and Welfare.*
- (44) *Commissioner of Immigration and Naturalization, Department of Justice.*
- (45) *Commissioner of Indian Affairs, Department of the Interior.*
- (46) *Chief Commissioner, Indian Claims Commission.*
- (47) *Associate Commissioners, Indian Claims Commission (2).*
- (48) *Commissioner of Patents, Department of Commerce.*
- (49) *Commissioner, Public Buildings Service, General Services Administration.*
- (50) *Commissioner of Reclamation, Department of the Interior.*
- (51) *Commissioner of Social Security, Department of Health, Education, and Welfare.*
- (52) *Commissioner of Vocational Rehabilitation, Department of Health, Education, and Welfare.*
- (53) *Commissioner of Welfare, Department of Health, Education, and Welfare.*
- (54) *Director, Advanced Research Projects Agency, Department of Defense.*
- (55) *Director of Agricultural Economics, Department of Agriculture.*
- (56) *Director, Bureau of the Census, Department of Commerce.*
- (57) *Director, Bureau of Mines, Department of the Interior.*
- (58) *Director, Bureau of Prisons, Department of Justice.*
- (59) *Director, Geological Survey, Department of the Interior.*
- (60) *Director, Office of Research and Engineering, Post Office Department.*
- (61) *Director, National Bureau of Standards, Department of Commerce.*



- (62) *Director of Regulation, Atomic Energy Commission.*
- (63) *Director of Science and Education, Department of Agriculture.*
- (64) *Deputy Under Secretary for Monetary Affairs, Department of the Treasury.*
- (65) *Deputy Commissioner of Internal Revenue, Department of the Treasury.*
- (66) *Deputy Director, National Science Foundation.*
- (67) *Deputy Director, Policy and Plans, United States Information Agency.*
- (68) *Deputy General Counsel, Department of Defense.*
- (69) *Deputy General Manager, Atomic Energy Commission.*
- (70) *Associate Director of the Federal Mediation and Conciliation Service.*
- (71) *Associate Director for Volunteers, Peace Corps.*
- (72) *Associate Director for Program Development and Operations, Peace Corps.*
- (73) *Assistants to the Director of the Federal Bureau of Investigation, Department of Justice (2).*
- (74) *Assistant Directors, Office of Emergency Planning (3).*
- (75) *Assistant Directors, United States Arms Control and Disarmament Agency (4).*
- (76) *Federal Highway Administrator, Department of Commerce.*
- (77) *Fiscal Assistant Secretary of the Treasury.*
- (78) *General Counsel of the Agency for International Development.*
- (79) *General Counsel of the Department of the Air Force.*
- (80) *General Counsel of the Department of the Army.*
- (81) *General Counsel of the Atomic Energy Commission.*
- (82) *General Counsel of the Federal Aviation Agency.*
- (83) *General Counsel of the Housing and Home Finance Agency.*
- (84) *General Counsel of the Department of the Navy.*
- (85) *General Counsel of the United States Arms Control and Disarmament Agency.*
- (86) *General Counsel of the National Aeronautics and Space Administration.*
- (87) *Governor of the Canal Zone.*
- (88) *Manpower Administrator, Department of Labor.*
- (89) *Maritime Administrator, Department of Commerce.*
- (90) *Members, Foreign Claims Settlement Commission of the United States.*
- (91) *Members, Renegotiation Board.*
- (92) *Members, Subversive Activities Control Board.*
- (93) *Members, United States Tariff Commission.*
- (94) *President of the Federal National Mortgage Association.*
- (95) *Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.*
- (96) *Deputy Directors of Defense Research and Engineering, Department of Defense (4).*
- (97) *Assistant Administrator of General Services.*
- (98) *Director, United States Travel Service, Department of Commerce.*
- (99) *Executive Director of the United States Civil Service Commission.*

(f) In addition to the offices and positions listed in subsections (d) and (e) of this section, the President is authorized to place from time to time offices and positions held by not to exceed thirty persons in levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload in any Federal department or agency. Any such action with respect to an office to which appointment is made by the President by and with the advice and consent of the Senate shall be effective only at the time of a new appointment to such office. Each action taken under this subsection shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of the national security. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

(g) In addition to the offices and positions listed in subsections (d) and (e) of this section and the offices and positions placed by the President in levels IV and V pursuant to subsection (f) of this section, the President is authorized to place, during the period which begins on the day immediately following the date of enactment of this Act and which terminates on the first day of the sixth month which begins following the date of enactment of this Act, in levels IV and V of the Federal Executive Salary Schedule offices and positions held by not to exceed thirty persons, the duties and responsibilities of which he deems appropriate for such levels. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

SEC. 304. (a) Section 104 of title 3, United States Code (relating to the compensation of the Vice President), is amended by striking out "\$35,000" and inserting in lieu thereof "\$43,000".

(b) Section 105 of title 3, United States Code, is amended to read as follows:

**"§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President**

"The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, of the Executive Secretary of the National Aeronautics and Space Council, and of eight other secretaries or immediate staff assistants in the White House Office at rates of basic compensation not to exceed that of level II of the Federal Executive Salary Schedule."

**CONFORMING CHANGES IN EXISTING LAW**

SEC. 305. The following provisions of law are hereby repealed:

(1) The Federal Executive Pay Act of 1956, as amended (5 U.S.C. 2201-2209), establishing rates of basic compensation for heads of executive departments and other Federal officials.

(2) Section 3012(h) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Army.



(3) Section 3013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Army at \$20,000 a year.

(4) Section 5031(d) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Navy.

(5) Section 5033(c) of title 10, United States Code, providing the annual salary of \$20,000 a year for the Under Secretary of the Navy.

(6) Section 304 of Public Law 87-651, approved September 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note), providing compensation of \$20,000 a year for Assistant Secretaries of the Navy.

(7) Section 8012(g) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Air Force.

(8) Section 8013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Air Force at \$20,000 a year.

(9) Section 137(c) of title 10, United States Code, fixing the compensation of the General Counsel of the Department of Defense at the rate prescribed by law for assistant secretaries of executive departments.

(10)(A) The last sentence of section 22 a. of the Atomic Energy Act of 1954, as amended (68 Stat. 924; 71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual salaries of the Chairman and members of such Commission, which reads: "Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum."

(B) That part of the first sentence of section 27 a. of the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C. 2037(a)), relating to the salary of the Chairman of the Military Liaison Committee which reads: ", and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense".

(11) That part of Reorganization Plan Numbered 1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C. 133z-15, note)—

(A) In section 2(b), relating to the annual salary of the Director of the Office of Emergency Planning, which reads: "and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments";

(B) In section 2(c), relating to the annual salary of the Deputy Director of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203)," ; and

(C) In section 2(d), relating to the annual salaries of three Assistant Directors of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments,".

(12)(A) That part of the second sentence of section 202(a) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual salary of the Administrator of the National Aeronautics and Space Administration, which reads: ", and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of the first sentence of section 202(b) of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to the annual salary of the Deputy Administrator of such Administration, which reads: ", shall receive compensation at the rate of \$21,500 per annum,".

(13)(A) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), relating to the annual salary of a civilian executive secretary in the National Aeronautics and Space Council, which reads: "and shall receive compensation at the rate of \$20,000 a year".

(B) That part of section 204 of such Act (72 Stat. 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to the annual salary of the Chairman of the Civilian-Military Liaison Committee, as follows:

In subsection (a)(1), that part which reads: ", and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum".

In the second sentence of subsection (d), that part which reads: "fixed by subsection (a)(1)".

(14)(A) That part of the second sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rank and salary of the Counselor and of the Legal Adviser of the Department of State, which reads: "and shall receive the same salary as".

(B) The last sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rate of basic compensation of the Deputy Under Secretaries of State, which reads: "Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State."

(C) That part of the second sentence of section 2(b) of the Act of May 26, 1949, as amended (73 Stat. 265; 5 U.S.C. 151b(b)), relating to the annual salary of the Under Secretary of State for Political Affairs or for Economic Affairs, as designated by the President, which reads: "shall receive compensation at the rate of \$22,000 a year and".

(15) The last sentence of section 210(a) of title 38, United States Code, relating to the annual salary of the Administrator of Veterans' Affairs, Veterans' Administration, which reads: "He shall receive a salary of \$21,000 a year, payable monthly."

(16)(A) The last sentence of section 201(a)(2) of the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C. 1321(a)(2)), relating to the annual salaries of the Chairman and members of the Civil Aeronautics Board, which reads: "Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as Chairman shall receive a salary at the rate of \$20,500 per annum."

(B) That part of the second sentence of section 301(a) of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating to the annual salary of the Administrator of the Federal Aviation Agency, which reads: ", and who shall receive compensation at the rate of \$22,500 per annum".

(C) That part of the second sentence of section 302(a) of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: "shall receive compensation at the rate of \$20,500 per annum, and".

(17)(A) The last sentence of section 22 of the Arms Control and Disarmament Act (75 Stat. 632; 22 U.S.C. 2562), relating to the annual salary of the Director of the United States Arms Control and Disarmament Agency, which reads: "He shall receive compensation at the rate of \$22,500 per annum."

(B) The second sentence of section 23 of such Act (75 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of the Deputy Director of such Agency, which reads: "He shall receive compensation at the rate of \$21,500 per annum."



(C) *The second sentence of section 24 of such Act (75 Stat. 632; 22 U.S.C. 2564), relating to the annual salaries of the four Assistant Directors of such Agency, which reads: "They shall receive compensation at the rate of \$20,000 per annum."*

(18) *Section 3 of the Act of March 2, 1955 (69 Stat. 10; 5 U.S.C. 294, 293, 295a), relating to the annual salaries of certain officials of the Department of Justice, which reads:*

*"Sec. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.*

*"(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.*

*"(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum."*

(19)(A) *The last sentence of section 102(c) of Reorganization Plan Numbered 7 of 1961 (75 Stat. 840; 5 U.S.C. 133z-15, note), relating to the annual salaries of the Chairman and members of the Federal Maritime Commission, which reads: "The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum."*

(B) *That part of section 201 of such reorganization plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to the annual salary of the Maritime Administrator in the Department of Commerce, which reads: "shall receive a salary at the rate of \$20,000 per annum,"*

(20) *That part of the fourth sentence of section 4(a) of the Securities Exchange Act of 1934, as amended (74 Stat. 408 and 913; 15 U.S.C. 78d(a)), relating to the annual salaries of the Chairman and Commissioners of the Securities and Exchange Commission, which reads: "shall receive a salary at the rate of \$20,000 a year, except that the Chairman shall receive additional salary at the rate of \$500 a year and"*

(21) *Section 8 of the Food Additives Amendment of 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the annual salary of the Commissioner of Food and Drugs at \$20,000 per annum.*

(22) *That part of the first sentence of section 3 of the Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502), relating to the annual salary of the Area Redevelopment Administrator in the Department of Commerce, which reads: "who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce"*

(23) *The last sentence of section 203(b)(1) of the National Security Act of 1947 (72 Stat. 520; 5 U.S.C. 171c(b)(1)), relating to the annual salary of the Director of Defense Research and Engineering in the Department of Defense, which reads: "The compensation of the Director is that prescribed by law for the Secretaries of the military departments."*

(24) *In section 303(a) of title 23, United States Code,*

(A) *That part of the second sentence, relating to the annual salary of the Federal Highway Administrator in the Department of Commerce, which reads: "shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and"; and*

(B) *The last sentence, relating to the annual salary of the Deputy Federal Highway Administrator in such department, which reads: "The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator."*

(25) *The last proviso in the paragraph under the heading "IMMIGRATION AND NATURALIZATION SERVICE" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1959 (72 Stat. 251; 5 U.S.C. 2206, note), relating to the annual salary of the Commissioner of the Immigration and Naturalization Service, which reads: "Provided further, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum".*

(26) *The second paragraph of section 3 of title 35, United States Code, relating to the annual salary of the Commissioner of Patents which reads: "The annual rate of compensation of the Commissioner shall be \$20,000."*

(27) *That part of section 4(a) of the Peace Corps Act (75 Stat. 612; 22 U.S.C. 2503(a)), relating to the annual salaries of the Director and of the Deputy Director of the Peace Corps, which reads: ", whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum," and ", whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum".*

(28) (A) *Section 308 of title 39, United States Code, fixing the annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department at \$19,000.*

(B) *That part of the table of contents of chapter 3 of title 39, United States Code, which reads as follows:*

*"308. Chief Postal Inspector."*

(29) *That part of the first sentence of section 4 of the International Travel Act of 1961 (75 Stat. 130; 22 U.S.C. 2124), relating to the annual salary of the Director of the United States Travel Service in the Department of Commerce, which reads: "who shall be compensated at the rate of \$19,000 per annum,".*

(30) *Section 14(b) of the Federal Employees Health Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)), which fixes the compensation of the Executive Director of the United States Civil Service Commission at \$19,000 per annum.*

(31) *That part of the first sentence of section 107(c) of the Renegotiation Act of 1951, as amended (73 Stat. 211; 50 U.S.C. App. 1217(c)), relating to the annual salary of the General Counsel of the Renegotiation Board, which reads: ", and shall receive compensation at the rate of \$19,000 per annum".*

(32) (A) *That part of the third sentence in section 201(a) of the National Capital Transportation Act of 1960 (74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual salary of the Administrator of the National Capital Transportation Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum".*

(B) *That part of the first sentence of section 201(b) of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: ", and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended".*

(33) *The last sentence of section 624(d)(1) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(d)(1)), as amended, fixing the compensation of certain officials in the Department of State, which reads: "The Inspector General, Foreign Assistance, shall receive com-*



compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually."

(34) That part of section 202 of the Act of July 1, 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual salary of the Administrative Assistant Secretary of Health, Education, and Welfare, which reads: "and whose annual rate of basic compensation shall be \$19,000".

(35) That part of the Public Works Appropriation Act, 1963, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BUREAU OF RECLAMATION" and the subheading "ADMINISTRATIVE PROVISIONS" (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual salary of the present incumbent of the position of Commissioner of the Bureau of Reclamation, which reads:

"After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent."

(36) That part of the Public Works Appropriation Act, 1962, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BONNEVILLE POWER ADMINISTRATION" and the subheading "CONSTRUCTION" (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual salary of the present incumbent of the position of Administrator, Bonneville Power Administration, which reads:

"After October 1, 1961, the position of Administrator, Bonneville Power Administration, shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent."

(37) Section 205 of the Public Works Appropriation Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note), as amended, relating to the salary of the present incumbent of the position of Administrator of the Southwestern Power Administration in the Department of the Interior, and to the salary of the Administrative Assistant Secretary of such Department, which reads:

"SEC. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior."

(38) The proviso in the first paragraph under the heading "FEDERAL BUREAU OF INVESTIGATION" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1964 (77 Stat. 782; Public Law 88-245), relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation, which reads: "Provided, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent" and provisions to the same effect contained in other appropriation Acts enacted prior to the effective date of this section relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation.

(39) That part of section 7801(b)(2) of the Internal Revenue Code of 1954, as amended, relating to the annual salary of the Assistant General Counsel of the Treasury Department who shall be the Chief Counsel

for the Internal Revenue Service, which reads: "and shall receive basic compensation at the annual rate of \$19,000".

(40)(A) Sections 3018, 5014, and 8018 of title 10, United States Code, relating to the compensation of the general counsels of the military departments.

(B) The respective tables of contents of chapters 303, 503, and 803 of title 10, United States Code, are amended by striking out

"3018. Compensation of General Counsel.";

"5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel."

(41)(A) That part of section 2(a) of Reorganization Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the Office of Science and Technology, which reads: "and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of section 2(b) of such reorganization plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Deputy Director of the Office of Science and Technology, which reads: "and receive compensation at the rate of \$20,500 per annum".

(C) That part of section 22(a) of such reorganization plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the National Science Foundation, which reads: "shall receive compensation at the rate of \$21,000 per annum and".

(42) That part of section 624(a) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)), relating to the compensation of twelve officers in the agency primarily responsible for administering part I of such Act, which reads: "of whom—

"(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an executive department;

"(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an executive department; and

"(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an executive department,".

(43) That part of the first sentence of section 104(b) of the Immigration and Nationality Act (66 Stat. 174; 8 U.S.C. 1104(b)), relating to the rank and compensation of the Administrator, Bureau of Security and Consular Affairs, which reads: "and compensation".

(44) That part of section 3 of Reorganization Plan Numbered 1 of 1953 (67 Stat. 631; 5 U.S.C. 623, note), relating to the Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare, which reads: ", and shall receive compensation at the rate now or hereafter provided by law for assistant secretaries of executive departments".

SEC. 306. (a)(1) Section 508 of title 28, United States Code, is amended to read as follows:

### "§ 508. Salaries

"Subject to subsection (f) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended."



(2) Subject to section 303(f) of this Act, each incumbent United States attorney and assistant United States attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and professional qualifications, as determined by the Attorney General, whose compensation is prescribed in the General Schedule of the Classification Act of 1949, as amended.

(b) Section 411 of the Foreign Service Act of 1946, as amended (70 Stat. 704; 22 U.S.C. 866), relating to the per annum salaries of chiefs of mission, is amended by striking out the second sentence of that section and inserting in lieu thereof the following: "The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V."

(c) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), fixing a limit of \$19,000 on the compensation of seven persons in the National Aeronautics and Space Council, is amended by striking out "compensated at the rate of not more than \$19,000 a year," and inserting in lieu thereof "compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended,".

(d) Clause (A) of section 203(b)(2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473(b)(2)), as amended, is amended to read as follows: "(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and".

(e) Section 6(f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out "at a rate in excess of \$20,000 per annum" and by inserting in lieu thereof "at a rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended".

(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the annual salary of the General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the Commission" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum";

(2) In the last sentence of section 24 b. (71 Stat. 612; 42 U.S.C. 2034(b)), relating to the annual salary of the Deputy General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum";

(3) In the last sentence of section 24 c. (71 Stat. 612; 42 U.S.C. 2034(c)), relating to the annual salaries of the Assistant General

*Managers (or their equivalents) of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum";*

*(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a)), relating to the annual salaries of directors of program divisions of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";*

*(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum";*

*(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";*

*(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual salaries of certain executive management positions in such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum"; and*

*(8) In the second sentence of section 28 (68 Stat. 926; 42 U.S.C. 2038), relating to the compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in such Commission, by striking out that part which reads "and the compensation prescribed in section 25" and inserting in lieu thereof, "and the compensation established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964".*

*(g) Section 2 of the Act of July 30, 1946, as amended (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to the compensation of the United States representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization, is amended by striking out "Such representatives and alternates shall each be entitled to receive compensation at such rates, not to exceed \$15,000 per annum, as the President may determine," and inserting in lieu thereof "Such representatives and alternates shall each be entitled to receive compensation at such rates provided for Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended, as the President may determine,".*

*(h) The third sentence of section 2 of the Act of May 29, 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read as follows: "Except as provided in subsection (f) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule.".*





(6) That part of the salary schedule in section 101 of the District of Columbia Police and Firemen's Salary Act of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq., D.C. Code, 1961 edition), relating to the compensation of the Fire Chief and the Chief of Police, which reads:

|                                                    |        |        |        |        |       |       |        |        |       |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....<br>Fire Chief.<br>Chief of Police." | 17,000 | 17,400 | 17,800 | 18,200 | ----- | ----- | 18,600 | 19,000 | ----- |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|

is amended to read as follows:

|                                                    |        |        |        |        |       |       |        |        |       |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|
| "Class 10.....<br>Fire Chief.<br>Chief of Police." | 21,000 | 21,500 | 22,000 | 22,500 | ----- | ----- | 23,000 | 23,500 | ----- |
|----------------------------------------------------|--------|--------|--------|--------|-------|-------|--------|--------|-------|

(j)(1) The catchline of section 3012 of title 10, United States Code, is amended by striking out "**; compensation**"

(2) The table of contents of chapter 303 of such title 10 is amended by striking out

"3012. Secretary of the Army: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

(3) The catchline of section 5031 of such title 10 is amended by striking out "**; compensation**".

(4) The table of contents of chapter 505 of such title 10 is amended by striking out

"5031. Secretary of the Navy: responsibilities; compensation."

and inserting in lieu thereof

"5031. Secretary of the Navy: responsibilities."

(5) The catchline of section 5033 of such title 10 is amended by striking out "**; compensation**".

(6) The table of contents of chapter 505 of such title 10 is amended by striking out

"5033. Under Secretary of the Navy: appointment; duties; compensation."

and inserting in lieu thereof

"5033. Under Secretary of the Navy: appointment; duties."

(7) The catchline of section 8012 of such title 10 is amended by striking out "**; compensation**".

(8) The table of contents of chapter 803 of such title 10 is amended by striking out

"8012. Secretary of the Air Force: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"8012. Secretary of the Air Force: powers and duties; delegation by."

#### CHANGES IN POSITION TITLES

SEC. 307. Whenever reference is made in any law or reorganization plan to the—

Administrative Assistant Attorney General,  
Administrative Assistant Secretary of the Interior,  
Administrative Assistant Secretary of Agriculture,  
Administrative Assistant Secretary of Labor,



*Administrative Assistant Secretary of the Treasury,*  
or  
*Administrative Assistant Secretary of Health, Education, and Welfare,*  
such reference shall be held and considered to mean the  
*Assistant Attorney General for Administration,*  
*Assistant Secretary of the Interior for Administration,*  
*Assistant Secretary of Agriculture for Administration,*  
*Assistant Secretary of Labor for Administration,*  
*Assistant Secretary of the Treasury for Administration, or*  
*Assistant Secretary of Health, Education, and Welfare for*  
*Administration,*  
respectively.

#### LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE ACTION

SEC. 308. Except as provided by this Act and notwithstanding the provisions of any other law, the head of any executive department, independent establishment, or agency in the executive branch who is authorized to fix by administrative action the annual rate of basic compensation for any position, officer, or employee shall not fix such rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended. Nothing contained in this section shall be construed to impair the authorities provided in the Central Intelligence Agency Act of 1949, as amended (50 U.S.C. 403a and following), in section 3 of the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), in section 11 of the Federal Reserve Act (12 U.S.C. 248), or in section 5240 of the Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

#### MISCELLANEOUS POSITIONS IN THE EXECUTIVE BRANCH

SEC. 309. Each office or position in the executive branch specifically referred to in, or covered by, any conforming change in law made by section 305 of this Act, or any other office or position in the executive branch for which the annual salary is established pursuant to special provision of law enacted prior to the date of enactment of this Act, at a figure of \$18,500 or above, which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303 of this Act, shall be paid basic compensation at a rate which is equal to the salary rate of a grade and step of the General Schedule of the Classification Act of 1949, as amended. All actions taken under this section shall be reported to the United States Civil Service Commission and published in the Federal Register, except when it is determined by the President that such report and publication would be contrary to the interest of national security.

#### SAVING PROVISIONS

SEC. 310. (a) Except as provided by this Act, the changes in existing law made by this Act shall not affect any office or position existing immediately prior to the effective date of any such changes in existing law, the compensation attached to such office or position, and any incumbent thereof, his appointment thereto, and his entitlement to receive the com-

pensation attached thereto, until appropriate action is taken in accordance with this Act or other law.

(b) Notwithstanding any provision of this Act, the rate of basic, gross, or total annual compensation received by any officer or employee immediately prior to the effective date of this section shall not be reduced by reason of enactment of this Act.

#### TITLE IV—FEDERAL JUDICIAL SALARIES

SEC. 401. This title may be cited as the "Federal Judicial Salary Act of 1964".

SEC. 402. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 672 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(d) Section 40a of the Bankruptcy Act (11 U.S.C. 68(a)), as amended, relating to the compensation of full-time and part-time referees in bankruptcy, is amended by striking out the existing compensation limitations contained therein and inserting new limitations of "\$22,500" and "\$11,000", respectively.

SEC. 403. (a) Section 5 of title 28, United States Code, relating to the salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court of the United States, is amended by striking out "\$35,500" and substituting therefor "\$40,000", and by striking out "\$35,000" and substituting therefor "\$39,500".

(b) Section 44(d) of title 28, United States Code, relating to circuit judges, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(c) Section 135 of title 28, United States Code, relating to district judges, is amended by striking out "\$22,500" and substituting therefor



"\$30,000", and by striking out "\$23,000" and substituting therefor "\$30,500".

(d) Section 173 of title 28, United States Code, relating to judges of the Court of Claims, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(e) Section 213 of title 28, United States Code, relating to judges of the Court of Customs and Patent Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(f) Section 252 of title 28, United States Code, relating to judges of the Customs Court, is amended by striking out "\$22,500" and substituting therefor "\$30,000".

(g) The first paragraph of section 603 of title 28, United States Code, relating to the compensation of the Director and the Deputy Director of the Administrative Office of the United States Courts, is amended to read as follows:

"The Director shall receive a salary of \$27,000 a year. The Deputy Director shall receive a salary of \$26,000 a year."

(h) Subsection (b) of section 792 of title 28, United States Code, relating to the compensation of commissioners of the Court of Claims, is amended to read as follows:

"(b) Each commissioner shall receive basic compensation at the rate of \$26,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in the Travel Expense Act of 1949, as amended, while traveling on official business and away from Washington, District of Columbia."

(i) Section 7443(c) of the Internal Revenue Code of 1954 (68A Stat. 879), as amended, relating to judges of the Tax Court of the United States, is further amended by striking out "\$22,500" and substituting therefor "\$30,000".

(j) Section 867(a)(1) of title 10, United States Code, relating to judges of the Court of Military Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

## TITLE V—EFFECTIVE DATES

SEC. 501. (a) Except to the extent provided in subsections (b) and (c) of this section, this Act and the increases in compensation made by this Act shall become effective on the first day of the first pay period which begins on or after July 1, 1964.

(b) Section 204 of this Act, relating to increases in compensation for Members of Congress, shall become effective at noon on January 3, 1965.

(c) Notwithstanding any other provision of this Act (but except as otherwise provided in subsection (b) of this section)—

(1) no rate of compensation which is equal to or in excess of \$22,000 per annum shall be increased in any amount, by reason of section 202 of this Act, until the first day of the first pay period which begins on or after January 1, 1965; and

(2) no rate of compensation which is less than \$22,000 per annum shall be increased to an amount per annum in excess of \$22,000, by reason of section 202 or 203(g) of this Act, until the first day of the first pay period which begins on or after January 1, 1965.

(d) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insur-

ance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

SEC. 502. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia.

And the Senate agree to the same.

TOM MURRAY,  
JAMES H. MORRISON,  
ROBERT J. CORBETT,

*Managers on the Part of the House.*

OLIN D. JOHNSTON,  
MIKE MONRONEY,  
FRANK CARLSON,

*Managers on the Part of the Senate.*



## STATEMENT OF THE MANAGERS ON THE PART OF THE HOUSE

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 11049) entitled "An Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes," submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report.

The Senate struck out all of the House bill after the enacting clause and inserted a substitute text. The committee of conference recommends that the House recede from its disagreement to the amendment of the Senate with an amendment which is a substitute for both the House bill and the Senate amendment and that the Senate agree to the same.

Except for technical and conforming changes, the differences between the House bill and the conference substitute are explained below.

### COST OF SALARY INCREASES

The budget expenditure for the fiscal year 1965 under the conference substitute is not expected to exceed \$544 million, the President's maximum budget figure for the 1965 fiscal year. The annual cost of the conference substitute would be approximately \$558 million on the basis of the current employment figures. However, the Bureau of the Budget has advised that the fiscal year 1965 expenditure because of this legislation will be held to the budget figure of \$544 million through attrition, unfilling of vacancies, and other actions to increase the amount of cost absorption required under section 125 of the conference substitute.

## DIFFERENCES BETWEEN THE TEXT OF THE HOUSE BILL AND THE CONFERENCE SUBSTITUTE

### TITLE I

#### FEDERAL EMPLOYEES' SALARY SYSTEMS

Title I of both the House bill and the conference substitute provides salary rates reasonably comparable to those for substantially equal responsibilities in private enterprise for employees subject to (1) the Classification Act of 1949; (2) the postal field service compensation provisions of title 39, United States Code; (3) the salary schedules of the Foreign Service Act of 1946; (4) section 4107 of title 38, United States Code, relating to positions in the Department of Medicine and Surgery of the Veterans' Administration; and (5) employees of the agricultural stabilization and conservation county committees. The coverage of title I of the House bill is identical to the coverage of title

I of the conference substitute. The major differences are discussed below.

#### MIDDLE SALARY GRADES

The House bill guarantees a minimum 3-percent salary increase for postal employees and for employees in the lower grades of the Classification Act of 1949, but less than 3 percent for employees in the middle grades of such act—GS-9, GS-10, GS-11, and GS-12.

Section 102(a) of the conference substitute guarantees a minimum 3-percent increase for the middle grades as well as for the lower grades by increasing the rates provided in the House bill by \$10 for GS-9, \$60 for GS-10, \$100 for GS-11, and \$50 for GS-12. All other rates of the General Schedule of the Classification Act of 1949 are identical in both the House bill and the conference substitute.

Similar increases are provided under section 118 of the conference substitute for the middle grades of the salary schedules for employees in the Department of Medicine and Surgery of the Veterans' Administration and under section 119 for the salary schedules of the Foreign Service Act of 1946.

#### INITIAL APPOINTMENTS

Section 103(a) of the House bill and 103(a) of the conference substitute both amended section 801 of the Classification Act of 1949 relating to new appointments. The conference substitute adds the requirement to the House bill provisions that new appointments to positions in GS-13 and above at a rate above the minimum rate may be made only with the approval of the Civil Service Commission in each specific case. Such requirement will not apply to appointments made by the Librarian of Congress.

#### PROFESSIONAL ENGINEERING POSITIONS

Subsection (b) of section 103 of the House bill excludes professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medicine which are placed in grades 16, 17, and 18 of the General Schedule of the Classification Act of 1949 from the provisions of section 507 and titles VII and VIII of such act.

Section 507 relates to salary retention on reduction in grade. Title VII relates to step increases and title VIII relates to such matters as the rate within the grade payable on initial appointment or promotion.

The conference substitute does not include a comparable provision.

#### HEARING EXAMINERS

Section 103(c) of the House bill and section 103(b) of the conference substitute relate to additional positions exempted from the maximum limitation of 2,400 supergrade positions which the Civil Service Commission may approve for GS-16, GS-17, and GS-18.

The House bill added two new exemptions: (1) hearing examiner positions under section 11 of the Administrative Procedure Act (5 U.S.C. 1010); and (2) positions placed in the supergrades in accordance with section 309 of the House bill. In general, section 309 covers certain positions which were not placed in the Federal Executive Salary Schedule by this legislation.



The conference substitute adds to the exemptions from the 2,400 supergrade positions, 240 positions of hearing examiners for GS-16 and 9 positions of hearing examiners for GS-17. The House bill did not contain any numerical limitation on the number of hearing examiner positions to be placed in the supergrades. It is to be noted that the limitations on hearing examiner positions to be exempt from the total limitation of 2,400 does not prohibit the placing of more than 240 hearing examiner positions in grade 16 or more than 9 hearing examiner positions in grade 17 should the Civil Service Commission approve additional hearing examiner positions for the supergrades within the 2,400 numerical limitation.

The second exemption contained in the House bill relating to section 309 is not included in the conference substitute, as section 309 of the conference substitute provides that employees occupying positions covered by section 309 will receive pay equivalent to a rate of the General Schedule of the Classification Act of 1949 but does not contemplate that the positions will be placed under the Classification Act of 1949 or placed in the supergrades as did the House version.

#### PAY COMPUTATION

Section 103(d) of the House bill amends section 604(d)(3) of the Federal Employees Pay Act of 1945 (5 U.S.C. 944(c)(3)) to change the method of computing salary rates for all pay computation purposes affecting most employees of the Federal Government and of the municipal government of the District of Columbia so that in the computation of rates all remaining fractions of a cent shall be eliminated. The existing method of computing rates is to compute in full cents, counting any fraction of a cent as the next higher cent.

Section 103(c) of the conference substitute requires rounding off to the nearest cent, counting one-half cent and over as the next higher cent. This method of computation is the same method now provided under section 3541(f) of title 39, United States Code, for postal employees. Consequently, section 116(b) of the House bill amending section 3541(f) is not included in the conference substitute.

#### RANKING OF POSITIONS IN THE POSTAL SERVICE

Section 108(a) of the House bill and section 108(a) of the conference substitute both amend section 3501 of title 39, United States Code, by adding a new subsection (c) relating to the ranking of positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking of positions.

Under the conference substitute the reranking of such positions will be as of the beginning of the first pay period in calendar year 1965, whereas the House bill would have required the first reranking of such positions as of the beginning of the first pay period occurring on or after the date of enactment of this bill.

#### FOURTH-CLASS POSTMASTERS

Section 111 of the House bill and section 111 of the conference substitute both amend section 3544 of title 39, United States Code, relating to the compensation of postmasters at fourth-class post offices.

The House bill proposes a measure which would accomplish pay reform for postmasters at fourth-class offices in line with reforms provided other Federal employees in the Federal Salary Reform Act of 1962 (76 Stat. 841; Public Law 87-793, pt. II). The reform would evaluate the positions of postmasters in fourth-class offices in PFS-5 and determine their pay for essentially part-time work on the basis of actual time required. The proposal would authorize the Postmaster General to establish and determine the work requirements in these part-time offices and to fix the compensation of postmasters accordingly. Where the actual compensation to be fixed by this method was less than that due under FOS schedule II, compensation would have continued to be fixed under FOS schedule II as though such schedule continued in effect.

The House bill also made other changes respecting postmasters in fourth-class offices which recognized the part-time nature of their work. The 15-percent allowance for rent, light, fuel, and equipment was based on the rate for step 1 rather than on the actual compensation of the postmaster as at present where quarters are not furnished. The change would have given the Post Office Department the option to furnish quarters when this was desirable, necessary, or more economical and, at the same time, rationalize the allowance for postmasters furnishing quarters.

Section 111(a) of the conference substitute does not contain the reform measures included in the House bill but provides a new salary schedule for postmasters at fourth-class post offices. The schedule is based on the new revenue unit concept and provides increases ranging from 10 percent in the highest group for fourth-class offices to 15 percent in the lower fourth-class office levels. Postmasters at fourth-class offices of the lowest two existing levels will receive increases substantially in excess of 15 percent of their present salary. This group is among the lowest paid of Federal employees and has the greatest need for substantial salary increases.

The conference substitute also provides the necessary language to properly compensate postmasters at fourth-class offices under the revenue unit concept, to permit the Postmaster General to advance fourth-class offices to higher categories, to compensate persons serving in place of postmasters at fourth-class offices, to provide additional compensation to postmasters at fourth-class offices for unusual conditions, to provide for compensation to postmasters at seasonal fourth-class offices, to provide for the relegation of third-class offices to the fourth-class under certain conditions, and to provide for an allowance of 15 percent basic compensation for quarters, fixtures, and equipment.

Section 111(b) of the conference substitute provides a method of converting postmasters at fourth-class offices to the new schedule. Each postmaster will be placed in the lowest step for his revenue unit category which exceeds his existing compensation by not less than 10 percent. If there is no such step, he will retain his existing compensation plus 10 percent. Because the increases incident to changing to the new schedule are not equivalent increases, any credit toward the next step increase earned prior to the effective date of section 111 will be carried forward for purposes of determining eligibility for the next step increase under the new schedule.



Section 111(c) of the conference substitute provides that changes in gross receipts categories or steps which otherwise would have occurred on the effective date of section 111 shall be considered as occurring prior to conversion.

Because of the change from adjusted gross postal receipts to revenue units for determining class of office and category, some post offices, classified as fourth-class offices on July 1, 1964, will not fall within the revenue unit categories prescribed in the new schedule. In such cases, the offices will be continued as fourth-class post offices until reclassified by operation of other sections of the bill. Postmasters in such offices will continue to receive the 10-percent increase in basic compensation until the salaries are adjusted as otherwise required.

#### POSTAL FIELD SERVICE ANNUAL STEP INCREASES

Section 114(a) of the conference substitute extends to all levels of the Postal Field Service Schedule annual step increases up to step 7. Under present law, only employees in levels 1 through 6 receive annual step increases up to step 7, and employees in level 7 or above receive annual step increases to steps 2, 3, and 4, and biennial step increases to steps 5, 6, and 7.

The House bill has no comparable provisions.

#### STAFF ALLOWANCE FOR FORMER PRESIDENTS

Section 124 of the conference substitute increases the maximum amount available to former Presidents of the United States for compensation payable to their staff employees from the present maximum of \$50,000 to \$65,000.

The House bill has no comparable provision.

### TITLE II

#### FEDERAL LEGISLATIVE SALARIES

Title II of the House bill and of the conference substitute both provide increases in rates of compensation for officers and employees of the legislative branch.

#### LEGISLATIVE STAFF SALARIES

Subsections (e) through (h) of section 202 of the conference substitute contain the usual authority relating to Senate employees in the following respects. Subsection (e) reserves to individual Senators the authority to determine whether increases provided by the bill shall apply to members of their own staffs. Subsection (f) provides increases for employees of the Senate whose compensation has been fixed by law at gross rates. These increases will be comparable to the increases granted under section 202(a) of the conference substitute. Subsection (g) increases the gross compensation limitation for Senate employees from \$18,880 to \$22,945. Subsection (h) increases the limitation on the gross rate per hour of employees in the Senate folding room.

Section 202 (i) of the conference substitute increases the gross rate of compensation of the Postmaster of the Senate to \$18,420 and the gross rate of the Assistant Postmaster of the Senate to \$14,570.

This subsection also excludes these two positions from the longevity provisions of section 106 of the Legislative Branch Appropriation Act, 1963 (76 Stat. 694; Public Law 87-730).

Section 203(g) provides a rate of compensation of \$27,500 per annum for the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate.

Section 203(h) provides a rate of compensation of \$15,000 per annum for the Chaplain of the Senate.

The House bill contained no similar provisions relating to Senate employees.

#### OFFICERS OF THE LEGISLATIVE BRANCH

Sections 203 of the House bill and section 203 of the conference substitute both establish annual rates of compensation for certain officers of the legislative branch. A comparison of the annual rates of basic compensation for these officers is set forth below.

| Position title                                    | House bill | Conference substitute |
|---------------------------------------------------|------------|-----------------------|
| Assistant Comptroller General.....                | \$29,000   | \$28,500              |
| General Counsel of General Accounting Office..... | 28,000     | 27,000                |
| Librarian of Congress.....                        | 28,000     | 27,000                |
| Public Printer.....                               | 28,000     | 27,000                |
| Architect of the Capitol.....                     | 28,000     | 27,000                |
| Deputy Public Printer.....                        | 27,000     | 25,500                |
| Deputy Librarian of Congress.....                 | 27,000     | 25,500                |
| Assistant Architect of the Capitol.....           | 27,000     | 25,500                |
| 2d Assistant Architect of the Capitol.....        | 26,000     | 23,500                |

### TITLE III

#### FEDERAL EXECUTIVE SALARIES

Title III of the House bill and title III of the conference substitute both provide for a Federal Executive Salary Schedule and make necessary conforming changes in existing law. The major differences are discussed below.

#### FEDERAL EXECUTIVE SALARY SCHEDULE

The House bill establishes six salary levels for the Federal Executive Salary Schedule. The conference substitute establishes five such levels. A comparison of the annual rates of basic compensation of such levels in the House bill and in the conference substitute is set forth below.

|                | House bill | Conference substitute |               | House bill | Conference substitute |
|----------------|------------|-----------------------|---------------|------------|-----------------------|
| Level I.....   | \$32,500   | \$35,000              | Level IV..... | \$28,000   | \$27,000              |
| Level II.....  | 30,000     | 30,000                | Level V.....  | 27,000     | 26,000                |
| Level III..... | 29,000     | 28,500                | Level VI..... | 26,000     | -----                 |

The House bill makes specific assignments of executive positions to level I, level II, level III, and positions held by members of certain boards and commissions to level IV. Also, the House bill authorizes the President to assign positions to level IV, level V, and level VI.



Sections 303(a) through 303(e) of the conference substitute specify positions for all five levels prescribed by the conference substitute.

A comparison showing the different assignments by the conference substitute of certain positions specifically assigned by the House bill is set forth below.

#### SPECIFIC POSITION ASSIGNMENTS TO DIFFERENT LEVELS

|                                                        | House                         | Conference |
|--------------------------------------------------------|-------------------------------|------------|
| Administrator, Federal Aviation Agency.....            | III.....                      | II.        |
| Secretaries of Air Force, Army, and Navy.....          | III.....                      | II.        |
| Solicitor General of the United States.....            | (Presidential authority)..... | III.       |
| Director of Selective Service (present incumbent)..... | (Presidential authority)..... | III.       |
| Members, Council of Economic Advisers.....             | III.....                      | IV.        |

#### PRESIDENTIAL AUTHORITY

Section 303(f) of the conference substitute grants authority to the President to place offices and positions held by not to exceed 30 persons in levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload. The subsection also requires that, in the case of an office to which appointment is made by the President by and with the advice and consent of the Senate, the President may use such authority only at the time of the new appointment. Action by the President under this subsection is required to be published in the Federal Register except when it is determined by the President that such publication would be contrary to the interest of the national security. The authority will not apply to any office or position the compensation for which is fixed at a specific rate by section 303 of the conference substitute or by statute enacted subsequent to the date of enactment of this legislation.

Section 303(g) authorizes the President to place in levels IV and V offices and positions, the duties and responsibilities of which he deems appropriate for such levels, held by not to exceed 30 persons. The authority under this subsection relates to positions which are in addition to positions listed in subsections (d) and (e) of section 303 and which are in addition to the positions acted upon pursuant to subsection (f) of section 303. The authority under this subsection shall not apply with respect to any office or position the compensation for which is fixed at a specific rate by section 303 of the conference substitute or by statute enacted subsequent to the date of enactment of this act.

#### PRESIDENTIAL STAFF

Section 304(b) of the conference substitute adds the position of the Executive Secretary of the National Aeronautics and Space Council to the 15 positions for which the House bill authorizes the President, under section 105 of title 3, United States Code, to fix rates of basic compensation at a rate not to exceed the rate for level II of the Federal Executive Salary Schedule.

## CONFORMING CHANGES IN EXISTING LAW

Section 305 and section 306 of both the House bill and the conference substitute repeal or amend provisions of existing law to bring existing law into conformity with the Federal Executive Salary Act of 1964.

The conference substitute omits one repealer contained in the House bill (sec. 305(41)) relating to the annual salaries for not more than three positions of Deputy Governor, Farm Credit Administration.

The conference substitute adds another repealer not contained in the House bill (sec. 305(44)) relating to the rate of compensation for the Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.

Section 306 of the conference substitute omits an amending change of the House bill (sec. 306(h)) relating to the compensation of the U.S. representatives and alternates at the sessions of the general Council and at sessions of the executive committee of the International Refugee Organization.

## STAFF OF ADVISORY COMMISSION ON INTERGOVERNMENTAL RELATIONS

Section 306(e) of the House bill, relating to the maximum compensation payable to the staff of the Advisory Commission on Intergovernmental Relations, increased the present maximum of \$20,000 per annum to the rate for level VI of the Federal Executive Salary Schedule.

Section 306(e) of the conference substitute increases such maximum to a rate not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949.

## DIRECTOR, DIVISION OF MILITARY APPLICATION, ATOMIC ENERGY COMMISSION

Section 306(f)(8) of the House bill, relating to the maximum aggregate compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in the Atomic Energy Commission, increases such maximum to the "compensation for directors of other program divisions." It was contemplated that such compensation would be the rate for GS-18 unless the President were to assign such other program director positions to levels IV, V, or VI of the Federal Executive Salary Schedule as provided for under the House bill.

Section 306(f)(8) of the conference substitute increases such maximum to the "compensation established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964." The effect of the conference substitute is to limit the maximum aggregate compensation to the salaries of level IV or V of the Federal Executive Salary Schedule if the President assigns the position to either of such levels; but if he does not, the maximum will not exceed the rate for GS-18.



## OFFICERS OF THE DISTRICT OF COLUMBIA

Section 306(j) of the House bill and section 306(i) of the conference substitute both relate to the compensation of officials of the District of Columbia. The conference substitute provides rates \$1,000 less in certain cases than the rates provided in the House bill. A comparison of the rates for those officials for which the rates are different is set forth below:

| Position                                                          | Salary rates |                       |
|-------------------------------------------------------------------|--------------|-----------------------|
|                                                                   | House bill   | Conference substitute |
| President, District of Columbia Board of Commissioners.....       | \$27,000     | \$26,000              |
| Other District of Columbia Commissioners.....                     | 26,500       | 25,500                |
| Chief judge, District of Columbia Court of Appeals.....           | 26,000       | 25,000                |
| Other judges, District of Columbia Court of Appeals.....          | 25,500       | 24,500                |
| Chief judge, District of Columbia Court of General Sessions.....  | 25,000       | 24,000                |
| Other judges, District of Columbia Court of General Sessions..... | 24,500       | 23,500                |
| Judge, District of Columbia Tax Court.....                        | 24,500       | 23,500                |

## LIMITATIONS ON SALARIES FIXED BY ADMINISTRATIVE ACTION

Section 308 of the House bill limits the salary-fixing authority of the heads of executive departments and agencies by providing that hereafter they may not fix rates in excess of the highest rate for grade GS-18 of the General Schedule of the Classification Act of 1949. The House bill exempted from this limitation authorities contained in the Central Intelligence Agency Act of 1949 (50 U.S.C. 403a), the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), and section 5240, Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

Section 308 of the conference substitute adds one additional authority to the exemptions, which is section 11 of the Federal Reserve Act (12 U.S.C. 248).

## MISCELLANEOUS EXECUTIVE POSITIONS

Section 309 of the House bill requires the placement in the appropriate grade of the Classification Act of 1949 of any office or position in the executive branch not placed in a level of the Federal Executive Salary Schedule under section 303 of the House bill but which is affected by any change in existing law under section 305 of the House bill.

Section 309 of the conference substitute provides that each such office or position shall be compensated at a rate equal to the rate of a grade and step of the General Schedule of the Classification Act of 1949. In addition, the conference substitute applies this policy to other offices and positions in the executive branch for which the annual salary is established, at a figure of \$18,500 or more, pursuant to a special provision of law enacted prior to the date of enactment of the conference substitute. The conference substitute contains a further provision (not in the House bill) to the effect that all actions taken under section 309 of the conference substitute shall be reported to the U.S. Civil Service Commission and published in the Federal Register,

except when the President determines that such report and publication would be contrary to the interest of national security.

#### TITLE IV

##### FEDERAL JUDICIAL SALARIES

Section 402 (a) of the House bill provides increases in rates of compensation for certain specified employees of the judicial branch of the Government. The increases will be in amounts corresponding to the increases under section 102 of the bill for Classification Act employees.

Section 402 (a) of the conference substitute has the same coverage as the House bill but includes an additional provision which has the effect of authorizing the Director of the Administrative Office of the U.S. Courts to determine the amount of the increases for employees appointed pursuant to section 604(a)(5) of title 28, United States Code, who hold "ungraded positions." Graded positions are those under the judiciary salary plan approved by the Judicial Conference of the United States. The ungraded positions are clerks of court, Register of Wills of the District of Columbia, the pretrial examiners in the District of Columbia and in New York, and the assistant pretrial examiner in the District of Columbia.

Section 403 of the House bill and section 403 of the conference substitute both provide increases in the compensation of Federal judges, the Director and Deputy Director of the Administrative Office of the U.S. Courts and the Commissioners of the Court of Claims.

The conference substitute changes the rates provided by the House bill for the Justices of the Supreme Court, the Director and Deputy Director of the Administrative Office of the U.S. Courts, and for the Commissioners of the Court of Claims as indicated below:

| Position                                                          | House bill | Conference substitute |
|-------------------------------------------------------------------|------------|-----------------------|
| Chief Justice of the United States.....                           | \$43,000   | \$40,000              |
| Associate Justices of the Supreme Court of the United States..... | 42,500     | 39,500                |
| Director, Administrative Office of the U.S. Courts.....           | 28,000     | 27,000                |
| Deputy Director, Administrative Office of the U.S. Courts.....    | 27,000     | 26,000                |
| Commissioners, Court of Claims.....                               | 27,000     | 26,000                |

#### TITLE V

##### SALARY RELATIONSHIPS IN FEDERAL EXECUTIVE, JUDICIAL, CONGRESSIONAL, AND CAREER SALARIES (HOUSE BILL)

Title V of the House bill provided for the establishment and maintenance, on a permanent basis, of salary relationships with respect to Federal executive, judicial, congressional, and career salaries. This title, which consisted of section 501, contained, in section 501(a), a statement of policy with respect to the desirability of maintaining and continuing, on a permanent basis, the salary relationships established by the House bill among and between the salary rates of (a) the General Schedule of the Classification Act of 1949 and the Postal Field Service Schedule in title I of the House bill; (b) Members of



Congress and the Speaker of the House of Representatives in title II; (c) Federal executives in title III; and (d) Federal judges in title IV.

In order to implement this policy, section 501(b) provided, in effect, that, whenever in the future the salary rates of the General Schedule of the Classification Act of 1949 shall have been increased by law, the salary rates of officers and positions in the categories referred to above would be increased automatically in accordance with a formula designed to provide increases in such rates proportionate to the General Schedule salary rate increases.

The Senate amendment did not contain comparable provisions.

The conference substitute omits these provisions of title V of the House bill.

## TITLE V

### EFFECTIVE DATES

Title VI of the House bill and title V of the conference substitute both relate to the effective dates for the various provisions of the bill.

Section 601(a) of the House bill provides that, except as provided in subsections (b) and (c), the increases in compensation would become effective on the first day of the first pay period which begins on or after the date of enactment.

Section 601(b) provided that increases for Members of Congress would become effective at noon, January 3, 1965.

Section 601(c) prohibits any rate of compensation from being increased to an amount per annum in excess of \$22,000 until the first day of the first pay period which begins on or after January 1, 1965.

Section 501(a) of the conference substitute provides as an effective date the first day of the first pay period which begins on or after July 1, 1964, except as provided in subsections (b) and (c) of the section. Because the effective date of section 105, relating to the classification of post offices, is later than July 1, 1964, it will not disturb the classification of post offices made on July 1, 1964. The first general reclassification under the revision made by this legislation will occur on July 1, 1965.

Section 501(b) of the conference substitute contains the same effective date, noon, January 3, 1965, for Members of Congress as contained in the House bill.

Section 501(c) of the conference substitute provides that the rates for officers and employees of the House of Representatives and the U.S. Senate shall not be increased above \$22,000 per annum until the first day of the first pay period which begins on or after January 1, 1965. The limitation in the conference substitute applies only to certain rates in title II of the bill and not to rates in other titles of the bill as did the House provision.

Section 501(d) of the conference substitute provides that, for the purpose of determining the amount of insurance for which an officer or employee is eligible under the Federal Employees' Group Life Insurance Act of 1954 (5 U.S.C. 2091-2103), all changes in rates of compensation which result from the enactment of the conference substitute shall be held and construed to be effective as of the date of enactment.

Section 502 of the conference substitute provides that, except for employees who died or retired during the retroactive period, the pay-

ment of retroactive compensation will be made only in the case of individuals in the service of the United States (including service in the Armed Forces of the United States) or of the municipal government of the District of Columbia on the date of enactment. Retroactive payment also would be made for services rendered during the retroactive period in the case of employees who retired or died during such period.

The conference substitute also provides that such retroactive compensation shall not be considered as basic compensation for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

The House bill contained no provision similar to section 502 of the conference substitute.

TOM MURRAY,  
JAMES H. MORRISON,  
ROBERT J. CORBETT,  
*Managers on the Part of the House.*

○





cattlemen is for the House to pass my resolution. This would limit meat imports in general to the average for the 5-year period ending on December 31, 1963. It would assign strict quotas to beef-producing nations, setting an import ceiling 30 percent below last year's nonrestrictive quota.

The cattle industry is today one of the most significant elements in the American agricultural economy. For example, \$1 of every \$5 received from sales of agricultural products is derived from calves and cattle. Moreover, 80 percent of the U.S. corn crop and 70 percent of all harvested crops are consumed by American stock; and, of course, the beef industry indirectly affects the entire economy, from the large implement manufacturers to small local businesses.

The Senate passage of H.R. 1839 to restrict the importation of beef, veal, lamb, and mutton challenges the House of Representatives to respond in like manner to the problems facing American stockmen.

The establishment of import quotas will not, of course, completely solve the price dilemma which faces cattlemen. Yet imports add significantly to the low price problem; and the setting up of quotas would make a meaningful contribution to improving the outlook for the U.S. agricultural economy. A very few years ago, the beef imports constituted only from 2 percent to 4 percent of the total market. In 1963 the figure was over 11 percent. Such an increase must inevitably affect the domestic cattle raisers to a large degree. Furthermore, this great rise in imports occurred at a critical time when there was an increase in domestic production, thus aggravating an already adverse situation. American stockmen are certainly prepared to accept and deal with the normal cyclical fluctuations in the domestic beef market, but a new element has complicated their problems. It must be remembered that prior to 1958 the U.S. beef and cattle markets were, in effect, protected. The modification of the United Kingdom-Australian meat agreement in that year released a flood of Australian beef exports. The maintenance and increase of western European trade barriers has helped to concentrate this Australian increase on the already unstable beef market in the United States. American stockmen have suffered because of the actions of the United Kingdom in encouraging its own cattle industry. In my own State of Montana, a recent study shows that our State lost nearly \$4 million in 1963 alone because of imports of beef and veal. How long can we allow this situation to exist?

It has been charged that congressional legislation of quotas would impair the position of the executive division of our Government in its negotiations in Geneva for a lowering of trade barriers. Yet this position is indeed open to question. While the United States provides fewer restrictions and higher prices than the other nations importing large quantities of meat, both Australia and New Zealand effectively prohibit importation of most

meats. In view of this, it would seem that a firm, resolute stand by the Congress of the United States would strengthen the American trade position, since it would show U.S. desire to rectify unfair and unbalanced trade situations. American negotiators in Geneva would be able to reach more equitable agreements if they were able to bargain on the basis of a clear statement of concern for domestic industries by the elected Representatives of the American people.

It has also been stated that establishment of beef import quotas would damage our relations with our allies, particularly Australia and New Zealand. This charge also seems questionable. We must remember that Germany recently increased tremendously their tariff on frozen chickens without damaging the United States-German alliance; and, as pointed out before, both Australia and New Zealand restrict importations of meats. The proposed American quota on beef is certainly a modest measure. Between allies a certain flexibility, a certain give and take is part of the normal course of relations. This import bill certainly falls in this category.

But one of the most important considerations which calls for passage of this bill lies in the prospects for the future of American stockmen. As the statements of cattle producers from all over the United States clearly indicate, the beef industry and related industries are deeply concerned over what seems to be a lack of interest and understanding by their elected Representatives. The future of cattle prices is uncertain and stockmen know it. A Department of Agriculture study indicates that domestic problems will continue for some time. Furthermore, the current lull in imports cannot be expected to continue indefinitely. When the present beef shortage on the world market ceases, foreign meats may flood America in greater quantities than ever before. The volun-

tary agreements thus far concluded do not really meet this situation—by 1966 Ireland, Australia, and New Zealand will be able to ship more beef into the United States than they did even in 1963.

For all these reasons, I am urging the House to support my resolution, House Resolution 812. I have written the Committee on Rules and requested early hearings and favorable consideration.

#### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

Mr. MURRAY submitted the following conference report and statement on the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes:

##### CONFERENCE REPORT (H. REPT. No. 1647)

The committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, having met, after full and free conference, have agreed to recommend and do recommend to their respective Houses as follows:

That the House recede from its disagreement to the amendment of the Senate and agree to the same with an amendment as follows: In lieu of the matter proposed to be inserted by the Senate amendment insert the following: "That this Act may be cited as the 'Government Employees Salary Reform Act of 1964.'"

##### "TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS"

###### "Short title"

"SEC. 101. This title may be cited as the 'Federal Employees Salary Act of 1964'."

###### "Classification Act employees"

"SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

| "Grade     | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1.....  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,505                     | 5,680   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7.....  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8.....  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9.....  | 7,220                     | 7,465   | 7,710   | 7,955   | 8,200   | 8,445   | 8,690   | 8,935   | 9,180   | 9,425   |
| GS-10..... | 7,900                     | 8,170   | 8,440   | 8,710   | 8,980   | 9,250   | 9,520   | 9,790   | 10,060  | 10,330  |
| GS-11..... | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |
| GS-12..... | 10,250                    | 10,605  | 10,960  | 11,315  | 11,670  | 12,025  | 12,380  | 12,735  | 13,090  | 13,445  |
| GS-13..... | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14..... | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15..... | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16..... | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17..... | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18..... | 24,500                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

"(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

"(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one

of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

"(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic



compensation at the higher of the two corresponding rates in effect on and after such date.

"(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A) the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

"(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b)(4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purpose of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

"(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he held such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

"(6) If the officer or employees, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this Act, was promoted from one grade under the Classification Act of 1949, as amended, to another such grade at a rate which is above the minimum rate thereof, his rate of basic compensation shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in this section which corresponds numerically to the step of the grade of the General Schedule for such officer or employee which was in effect (without regard to this Act) at the time of such promotion.

"SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of

any department may, with the approval of the Commission in each specific case, appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission may authorize for this purpose. The approval of the Commission in each specific case shall not be required with respect to appointments made by the Librarian of Congress.

"(b) Section 505(b) of the Classification Act of 1949, as amended (5 U.S.C. 1105(b)), relating to the limitation on numbers of positions in grades 16, 17, and 18 of the General Schedule of such Act, is amended by inserting '(1)' immediately following the words 'in addition to', and by inserting immediately following the words 'which may be placed in such grades' a comma and the following: 'and (ii) two hundred and forty examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) which may be placed in grade 16 and nine such positions which may be placed in grade 17'.

"(c) Section 604(d)(3) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c)(3)), is amended to read as follows:

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

#### "Postal field service employees

"SEC. 104. Section 1 of title 39, United States Code, is amended by striking out the period at the end of such section and inserting in lieu thereof a semicolon and the following:

"'revenue unit' means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title.'

"SEC. 105. Section 702 of title 39, United States Code, is amended to read as follows:

"§ 702. Classes of post offices

"(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but fewer than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but fewer than 190 revenue units. He shall place in the fourth class those post offices having fewer than 36 revenue units.

"(b) The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—

"(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;

"(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

"(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.

"(c) Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accord-

ance with subsections (a) and (b) of this section.

"SEC. 106. Section 704 of title 39, United States Code, is amended by deleting 'of the first, second, or third class' appearing therein, and inserting in lieu thereof '(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)'.

"SEC. 107. Subsection (b)(1) of section 2102 of title 39, United States Code, is amended to read as follows:

"(1) for post offices at which the postmaster does not furnish quarters on an allowance basis';

"SEC. 108. (a) Section 3501 of title 39, United States Code, is amended by inserting a new subsection (c) following subsection (b) as follows:

"(c) The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions.

"(b) Chapter 45 of title 39, United States Code, is amended as follows:

"(1) In subsection (c) of section 3513—

"(A) Change the catchline to read 'POST OFFICE CLERK. (KP-4)'; and

"(B) Add the following new sentence to the end of paragraph (1): 'This office has fewer than 190 revenue units annually.'

"(2) In subsection (e) of section 3516—

"(A) Change the catchline to read 'POSTMASTER. (KP-18)';

"(B) Delete 'third class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of approximately \$1,700' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 40 revenue units annually'.

"(3) In subsection (b) of section 3517—

"(A) Change the catchline to read 'POSTMASTER. (KP-20)';

"(B) Delete 'third class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of approximately \$4,700' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 110 revenue units annually'.

"(4) In subsection (b) of section 3518—

"(A) Change the catchline to read 'POSTMASTER. (KP-22)';

"(B) Delete 'third class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of approximately \$6,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 140 revenue units annually'.

"(5) In subsection (b) of section 3519—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-24)'; and

"(B) Delete 'annual receipts of approximately \$63,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 1,490 revenue units annually'.

"(6) In subsection (c) of section 3519—

"(A) Change of catchline to read 'POSTMASTER. (KP-25)';

"(B) Delete 'second class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of approximately \$16,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 380 revenue units annually'.

"(7) In subsection (b) of section 3520—

"(A) Change the catchline to read 'POSTMASTER. (KP-27)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and



"(C) Delete 'annual receipts of approximately \$63,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 1,490 revenue units annually'.

"(8) In subsection (b) of section 3521—

"(A) Change the catchline to read 'POSTMASTER. (KP-29)';

"(B) Delete 'first class' appearing in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$129,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 3,060 revenue units annually'.

"(9) In subsection (b) of section 3522—

"(A) Change the catchline to read 'POSTMASTER. (KP-31)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$314,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 7,450 revenue units annually'.

"(10) In subsection (b) of section 3523—

"(A) Change the catchline to read 'POSTMASTER. (KP-33)';

"(B) Delete 'first class' appearing in the first sentence of paragraph (1); and

"(C) Delete the second sentence of paragraph (1) and insert in lieu thereof: 'This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction.'"

"(11) In subsection (b) of section 3524—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-35)'; and

"(B) Delete 'annual receipts of \$2,700,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 64,000 revenue units annually'.

"(12) In subsection (c) of section 3524—

"(A) Change the catchline to read 'POSTMASTER. (KP-36)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$1,000,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 23,700 revenue units annually'.

"(13) In subsection (a) of section 3525—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-37)'; and

"(B) Delete 'annual receipts of \$8,460,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 200,000 revenue units annually'.

"(14) In subsection (b) of section 3525—

"(A) Change the catchline to read 'POSTMASTER. (KP-38)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$2,700,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 64,000 revenue units annually'.

"(15) In subsection (a) of section 3526—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-39)'; and

"(B) Delete 'annual receipts of \$16,900,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 400,000 revenue units annually'.

"(16) In subsection (b) of section 3526—

"(A) Change the catchline to read 'POSTMASTER. (KP-40)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$4,470,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 106,000 revenue units annually'.

"(17) In subsection (b) of section 3527—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-42)'; and

"(B) Delete 'annual receipts of \$48,000,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 1,000,000 revenue units annually'.

"(18) In subsection (c) of section 3527—

"(A) Change the catchline to read 'POSTMASTER. (KP-43)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$8,460,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 200,000 revenue units annually'.

"(19) In subsection (b) of section 3528—

"(A) Change the catchline to read 'ASSISTANT POSTMASTER. (KP-45)'; and

"(B) Delete 'annual receipts of \$140,000,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 2,500,000 revenue units annually'.

"(20) In subsection (c) of section 3528—

"(A) Change the catchline to read 'POSTMASTER. (KP-46)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$16,900,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 400,000 revenue units annually'.

"(21) In section 3529—

"(21) Change the catchline immediately preceding paragraph (1) to read 'POSTMASTER. (KP-47)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$48,000,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 1,000,000 revenue units annually'.

"(22) In section 3530—

"(A) Change the catchline immediately preceding paragraph (1) to read 'POSTMASTER. (KP-48)';

"(B) Delete 'first class' in the first sentence of paragraph (1); and

"(C) Delete 'annual receipts of \$140,000,000' in the second sentence of paragraph (1) and insert in lieu thereof 'approximately 2,500,000 revenue units annually'.

"Sec. 109. Section 3542(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic compensation schedule for positions in the postal field service which shall be known as the Postal Field Service Schedule and for which the symbol shall be "PFS". Except as provided in sections 3543 and 3544 of this title, basic compensation shall be paid to all employees in accordance with such schedule.

"Postal field service schedule

| "PFS    | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|---------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|         | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 1.....  | \$3,945                   | \$4,075 | \$4,205 | \$4,335 | \$4,465 | \$4,595 | \$4,725 | \$4,855 | \$4,985 | \$5,115 | \$5,245 | \$5,375 |
| 2.....  | 4,270                     | 4,410   | 4,550   | 4,690   | 4,830   | 4,970   | 5,110   | 5,250   | 5,390   | 5,530   | 5,670   | 5,810   |
| 3.....  | 4,615                     | 4,770   | 4,925   | 5,080   | 5,235   | 5,390   | 5,545   | 5,700   | 5,855   | 6,010   | 6,165   | 6,320   |
| 4.....  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   | 6,650   | 6,815   |
| 5.....  | 5,345                     | 5,525   | 5,705   | 5,885   | 6,065   | 6,245   | 6,425   | 6,605   | 6,785   | 6,965   | 7,145   | 7,325   |
| 6.....  | 5,735                     | 5,925   | 6,115   | 6,305   | 6,495   | 6,685   | 6,875   | 7,065   | 7,255   | 7,445   | 7,635   | 7,825   |
| 7.....  | 6,140                     | 6,345   | 6,550   | 6,755   | 6,960   | 7,165   | 7,370   | 7,575   | 7,780   | 7,985   | 8,190   | -----   |
| 8.....  | 6,650                     | 6,870   | 7,090   | 7,310   | 7,530   | 7,750   | 7,970   | 8,190   | 8,410   | 8,630   | -----   | -----   |
| 9.....  | 7,190                     | 7,430   | 7,670   | 7,910   | 8,150   | 8,390   | 8,630   | 8,870   | 9,110   | 9,350   | -----   | -----   |
| 10..... | 7,830                     | 8,095   | 8,360   | 8,625   | 8,890   | 9,155   | 9,420   | 9,685   | 9,950   | 10,215  | -----   | -----   |
| 11..... | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  | -----   | -----   |
| 12..... | 9,570                     | 9,895   | 10,220  | 10,545  | 10,870  | 11,195  | 11,520  | 11,845  | 12,170  | 12,495  | -----   | -----   |
| 13..... | 10,575                    | 10,940  | 11,305  | 11,670  | 12,035  | 12,400  | 12,765  | 13,130  | 13,495  | 13,860  | -----   | -----   |
| 14..... | 11,660                    | 12,065  | 12,470  | 12,875  | 13,280  | 13,685  | 14,090  | 14,495  | 14,900  | 15,305  | -----   | -----   |
| 15..... | 12,885                    | 13,330  | 13,775  | 14,220  | 14,665  | 15,110  | 15,555  | 16,000  | 16,445  | 16,890  | -----   | -----   |
| 16..... | 14,240                    | 14,735  | 15,230  | 15,725  | 16,220  | 16,715  | 17,210  | 17,705  | 18,200  | 18,695  | -----   | -----   |
| 17..... | 15,755                    | 16,305  | 16,855  | 17,405  | 17,955  | 18,505  | 19,055  | 19,605  | 20,155  | 20,705  | -----   | -----   |
| 18..... | 17,450                    | 18,060  | 18,670  | 19,280  | 19,890  | 20,500  | 21,110  | 21,720  | 22,330  | 22,940  | -----   | -----   |
| 19..... | 19,345                    | 20,020  | 20,695  | 21,370  | 22,045  | 22,720  | 23,395  | 24,070  | -----   | -----   | -----   | -----   |
| 20..... | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

"Sec. 110. Section 3543(a) of title 39, United States Code, is amended to read as follows—

"(a) There is established a basic com-

pensation schedule which shall be known as the Rural Carrier Schedule and for which the symbol shall be "RCS".

"Rural carrier schedule

|                                                                            | "Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|----------------------------------------------------------------------------|----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                                            | 1                          | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| Carriers in rural delivery service:                                        |                            |         |         |         |         |         |         |         |         |         |         |         |
| Fixed compensation per annum.....                                          | \$2,240                    | \$2,345 | \$2,450 | \$2,555 | \$2,660 | \$2,765 | \$2,870 | \$2,975 | \$3,080 | \$3,185 | \$3,290 | \$3,395 |
| Compensation per mile per annum for each mile up to 30 miles of route..... | 82                         | 84      | 86      | 88      | 90      | 92      | 94      | 96      | 98      | 100     | 102     | 104     |
| For each mile of route over 30 miles.....                                  | 25                         | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      | 25      |

"Sec. 111. (a) Section 3544 of title 39, United States Code, is amended, to read as follows:

"§ 3544. Fourth Class Office Schedule

"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for

which the symbol shall be "FOS", for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.



## "Fourth-class office schedule"

| "Revenue units"     | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|---------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                     | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 30 but less than 36 | \$3,769                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| 24 but less than 30 | 3,485                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| 18 but less than 24 | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| 12 but less than 18 | 2,258                     | 2,331   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| 6 but less than 12  | 1,628                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than 6         | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775   |

"(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in revenue units at the start of the first pay period after January 1 of each year. When a post office is restored to a revenue unit category held by it prior to relegation to a lower revenue unit category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher revenue unit category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted revenue units of the office. Each increase in basic salary because of change in revenue units shall be deemed the equivalent of a step increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

"(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster General may advance such office to the appropriate category based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any fourth-class office advanced to the appropriate category pursuant to this subsection shall not be reduced in category until the start of the first pay period after January 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category indicated by the revenue units for the preceding fiscal year.

"(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

"(e) The Postmaster General may allow to postmasters in fourth-class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

"(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

"(g) Where the revenue units of a post office of the third class for each of two consecutive fiscal years are less than 36, or where in any fiscal year the revenue units are less than 33, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

"(h) When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and

equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office.

"(b) As of the effective date of this section, the Postmaster General shall place the position of each postmaster in a fourth-class office in the appropriate revenue units category of the Fourth-class Office Schedule (FOS) determined on the basis of revenue units for the fiscal year ending June 30, 1963. The Postmaster General shall assign each such postmaster to the lowest step of the appropriate revenue units category which will provide him compensation not less than 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section). If there is no such step or category, the postmaster shall be paid compensation at the rate of 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section).

"(c) If changes in the gross receipts category or changes in salary step would occur on the effective date of this section (without regard to the enactment of this section), such changes shall be deemed to have occurred prior to any action taken under subsection (b) of this section.

"SEC. 112. (a) Subsection (a) of section 6007 of title 39, United States Code, is amended to read as follows:

"(a) The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee."

"(b) Section 2009 of title 39, United States Code, is amended by deleting 'at any price less than eight cents per piece' and inserting in lieu thereof 'at any price less than the fees established pursuant to section 6007(a) of this title'."

"SEC. 113. Section 3560 of title 39, United States Code, is amended—

"(1) by striking out 'gross receipts' in subsection (a)(3) and inserting in lieu thereof 'revenue unit'; and

"(2) by striking out 'gross receipts' in subsection (f)(1) and inserting in lieu thereof 'revenue unit'."

"SEC. 114. (a) Section 3552(a) of title 39, United States Code, is amended to read as follows:

"(a)(1) Each employee subject to the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule who has not reached the highest step for his position shall be advanced successively to the next higher step as follows:

"(A) to steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and

"(B) to steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.

"(2) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step increases."

"(b) Section 3552 of title 39, United States Code, is further amended by adding the following new subsection at the end thereof:

"(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

"SEC. 115. (a) Section 711 of title 39, United States Code, is repealed.

"(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

"711. Method of determining gross receipts."

"SEC. 116. The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of this section shall be determined as follows:

"(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

"(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this section, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

"Employees in the Department of Medicine and Surgery of the Veterans' Administration

"SEC. 117. (a) Section 4103 of title 38, United States Code, relating to the appointment and annual salaries of certain staff positions in the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4103. Office of the Chief Medical Director

"(a) The Office of the Chief Medical Director shall consist of the following—

"(1) The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(2) The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(3) Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.



"(4) Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.

"(5) A Director of Nursing Service, who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.

"(6) A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.

"(7) Such other personnel and employees as may be authorized by this chapter.

"(b) Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.

"(c) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position."

"(b) The table of contents of chapter 73 of title 38, United States Code, is amended by striking out

"4103. Appointments and compensation."

and inserting in lieu thereof:

"4103. Office of the Chief Medical Director."

"(c) Section 2 of the Act of July 31, 1894, as amended (5 U.S.C. 62), shall not apply to any individual appointed, before January 1, 1964, as Chief Medical Director under section 4103 of title 38, United States Code; but section 212 of the Act of June 30, 1932, as amended (5 U.S.C. 59a), shall apply, in accordance with its terms, to any such individual.

"SEC. 118. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

"§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

*"Section 4103 schedule*

"Assistant Chief Medical Director, \$24,500.  
"Medical Director, \$21,445 minimum to \$24,445 maximum.

"Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.

"Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.

"Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.

"Chief Dietitian, \$16,460 minimum to \$21,590 maximum.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

*"Physician and dentist schedule*

"Director grade, \$18,935 minimum to \$24,175 maximum.

"Executive grade, \$17,655 minimum to \$23,190 maximum.

"Chief grade, \$16,460 minimum to \$21,590 maximum.

"Senior grade, \$14,170 minimum to \$18,580 maximum.

"Intermediate grade, \$12,075 minimum to \$15,855 maximum.

"Full grade, \$10,250 minimum to \$13,445 maximum.

"Associate grade, \$8,650 minimum to \$11,305 maximum.

*"Nurse schedule*

"Assistant Director grade, \$14,170 minimum to \$18,580 maximum.

"Chief grade, \$12,075 minimum to \$15,855 maximum.

"Senior grade, \$10,250 minimum to \$13,445 maximum.

"Intermediate grade, \$8,650 minimum to \$11,305 maximum.

"Full grade, \$7,220 minimum to \$9,425 maximum.

"Associate grade, \$6,315 minimum to \$8,205 maximum.

"Junior grade, \$5,505 minimum to \$7,170 maximum.

|               |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$22,650 | \$23,440 | \$24,500 |          |          |          |          |
| Class 2.....  | 18,295   | 18,930   | 19,565   | \$20,200 | \$20,835 | \$21,470 | \$22,105 |
| Class 3.....  | 14,860   | 15,375   | 15,890   | 16,405   | 16,920   | 17,435   | 17,950   |
| Class 4.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   |
| Class 5.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   |
| Class 6.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   |
| Class 7.....  | 7,010    | 7,245    | 7,480    | 7,715    | 7,950    | 8,185    | 8,420    |
| Class 8.....  | 6,050    | 6,250    | 6,450    | 6,650    | 6,850    | 7,050    | 7,250    |

"SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows:

"(a) There shall be ten classes of Foreign Service staff officers and employees, re-

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

*"Foreign service officers; staff officers and employees*

"SEC. 119. Section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows:

*"Foreign service officers*

"SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

ferred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| "Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   | 12,360   | 12,705   | 13,050   |
| Class 4.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   | 10,290   | 10,575   | 10,860   |
| Class 5.....  | 7,480    | 7,735    | 7,990    | 8,245    | 8,500    | 8,755    | 9,010    | 9,265    | 9,520    | 9,775    |
| Class 6.....  | 6,755    | 6,980    | 7,205    | 7,430    | 7,655    | 7,880    | 8,105    | 8,330    | 8,555    | 8,780    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830    |

"SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946, shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State.

*"Agricultural stabilization and conservation county committee employees*

"SEC. 122. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 102 of this Act for corresponding rates of compensation in the appropriate schedule or scale of pay.

*"Miscellaneous provision*

"SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

"(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in

the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate."

"SEC. 124. Subsection (b) of the first section of the Act entitled 'An Act to provide retirement, clerical assistants, and free mailing privileges to former Presidents of the United States, and for other purposes', approved August 25, 1958 (72 Stat. 838; 3 U.S.C. note fol. 102), is amended by striking out '\$50,000' and inserting in lieu thereof '\$65,000'.

*"Absorption of costs*

"SEC. 125. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such departments, agencies, establishments, and corporations in such manner and to such extent as



the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

"(b) Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

"(c) Nothing contained in subsection (a) of this section shall be held or considered to require (1) the separation from the service of any individual by reduction in force or other personnel action or (2) the placing of any individual in a leave-without-pay status.

#### "TITLE II—FEDERAL LEGISLATIVE SALARIES

"SEC. 201. This title may be cited as the 'Federal Legislative Salary Act of 1964'.

"SEC. 202. (a) Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation in an amount equal to the greater of the following amounts, as applicable:

"(1) an amount equal to 3½ per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law) in effect immediately prior to the effective date of this section plus 1 per centum of such gross rate for each whole multiple, or part of a multiple, of \$500 basic compensation; or

"(2) an amount equal to 5 per centum of such gross rate.

"(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by reason of any other provision of this title, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section in that gross rate which is nearest in amount to the total annual compensation of such officer or employee.

"(c) Each of the limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives shall be increased by 7 per centum. The amount of each increase under this subsection shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

"(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

"(e) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this subsection shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the

month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

"(f) Notwithstanding the provision referred to in subsection (g), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Official Reporters of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by an amount which is equal to the amount of the increase which would be provided by subsection (a) of this section in that gross rate determined without regard to the provisions referred to in subsection (g) of this section which is nearest in amount to the total annual compensation of such officer or employee.

"(g) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$18,880" and inserting in lieu thereof "\$22,945'.

"(h) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

"(i) The gross rate of compensation of the Postmaster of the Senate shall be \$18,420, and the gross rate of compensation of the Assistant Postmaster of the Senate shall be \$14,570. The provisions of section 106 of the Legislative Branch Appropriation Act, 1963, shall not hereafter apply to employees referred to in this subsection.

"(j) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

"(1) by striking out '\$8,880' where it first appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,'; and

"(2) by striking out '\$8,880' at the second place where it appears in such subsection and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended'.

"(k) (1) This subsection is enacted as an exercise of the rule making power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner, and to the same extent as in the case of any other rule of the House of Representatives.

"(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

"(A) by striking out '\$8,880' where it first appears in such clause and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,'; and

"(B) by striking out '\$8,880' at the second place where it appears in such clause and inserting in lieu thereof 'the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended.'"

"SEC. 203. (a) The compensation of the Comptroller General of the United States shall be at the rate of \$30,000 per annum.

"(b) The compensation of the Assistant Comptroller General of the United States shall be at the rate of \$28,500 per annum.

"(c) The compensation of the General Counsel of the United States General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol shall be at the rate of \$27,000 per annum.

"(d) The compensation of the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol shall be at the rate of \$25,500 per annum.

"(e) The compensation of the Second Assistant Architect of the Capitol shall be at the rate of \$23,500 per annum.

"(f) The compensation of the Chaplain of the House of Representatives shall be at the rate of \$12,500 per annum.

"(g) The compensation of the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate shall be at the rate of \$27,500 per annum.

"(h) The compensation of the Chaplain of the Senate shall be at the rate of \$15,000 per annum.

"SEC. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum."

"SEC. 205. No officer or employee subject to section 202(a) or 202(b) of this title shall receive, by reason of any provision of this title, an increase in gross rate of compensation (basic compensation plus additional compensation authorized by law), or in total annual compensation, which is in excess of the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this Act for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended.

#### "TITLE III—FEDERAL EXECUTIVE SALARIES

"SEC. 301. This title may be cited as the 'Federal Executive Salary Act of 1964'.

"SEC. 302. There is hereby established for offices and positions to which section 303 of this title applies a basic compensation schedule, to be known as the 'Federal Executive Salary Schedule', which shall be divided into five salary levels.

"SEC. 303. (a) Level I of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$35,000:

- "(1) Secretary of State.
- "(2) Secretary of the Treasury.
- "(3) Secretary of Defense.
- "(4) Attorney General.
- "(5) Postmaster General.
- "(6) Secretary of the Interior.
- "(7) Secretary of Agriculture.
- "(8) Secretary of Commerce.
- "(9) Secretary of Labor.



"(10) Secretary of Health, Education, and Welfare.

"(b) Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000:

"(1) Deputy Secretary of Defense.

"(2) Under Secretary of State.

"(3) Administrator, Agency for International Development.

"(4) Administrator of the National Aeronautics and Space Administration.

"(5) Administrator of Veterans' Affairs.

"(6) Administrator of the Housing and Home Finance Agency.

"(7) Administrator of the Federal Aviation Agency.

"(8) Chairman, Atomic Energy Commission.

"(9) Chairman, Council of Economic Advisers.

"(10) Chairman, Board of Governors of the Federal Reserve System.

"(11) Director of the Bureau of the Budget.

"(12) Director of the Office of Science and Technology.

"(13) Director of the United States Arms Control and Disarmament Agency.

"(14) Director of the United States Information Agency.

"(15) Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in level III.

"(16) Director of Central Intelligence.

"(17) Secretary of the Air Force.

"(18) Secretary of the Army.

"(19) Secretary of the Navy.

"(c) Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$28,500:

"(1) Deputy Attorney General.

"(2) Solicitor General of the United States.

"(3) Deputy Postmaster General.

"(4) Under Secretary of Agriculture.

"(5) Under Secretary of Commerce.

"(6) Under Secretary of Commerce for Transportation.

"(7) Under Secretary of Health, Education, and Welfare.

"(8) Under Secretary of the Interior.

"(9) Under Secretary of Labor.

"(10) Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs.

"(11) Under Secretary of the Treasury.

"(12) Under Secretary of the Treasury for Monetary Affairs.

"(13) Administrator of General Services.

"(14) Administrator of the Small Business Administration.

"(15) Deputy Administrator of Veterans' Affairs.

"(16) Deputy Administrator, Agency for International Development.

"(17) Chairman, Civil Aeronautics Board.

"(18) Chairman of the United States Civil Service Commission.

"(19) Chairman, Federal Communications Commission.

"(20) Chairman, Board of Directors, Federal Deposit Insurance Corporation.

"(21) Chairman of the Federal Home Loan Bank Board.

"(22) Chairman, Federal Power Commission.

"(23) Chairman, Federal Trade Commission.

"(24) Chairman, Interstate Commerce Commission.

"(25) Chairman, National Labor Relations Board.

"(26) Chairman, Securities and Exchange Commission.

"(27) Chairman, Board of Directors of the Tennessee Valley Authority.

"(28) Chairman, National Mediation Board.

"(29) Chairman, Railroad Retirement Board.

"(30) Chairman, Federal Maritime Commission.

"(31) Comptroller of the Currency.

"(32) Commissioner of Internal Revenue.

"(33) Director of Defense Research and Engineering, Department of Defense.

"(34) Deputy Administrator of the National Aeronautics and Space Administration.

"(35) Deputy Director of the Bureau of the Budget.

"(36) Deputy Director of Central Intelligence.

"(37) Director of the Office of Emergency Planning.

"(38) Director of the Peace Corps.

"(39) Director of Selective Service, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in Level IV.

"(40) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

"(41) Director of the National Science Foundation.

"(42) Deputy Administrator of the Housing and Home Finance Agency.

"(43) President of the Export-Import Bank of Washington.

"(44) Members, Atomic Energy Commission.

"(45) Members, Board of Governors of the Federal Reserve System.

"(46) Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in Level IV.

"(d) Level IV of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$27,000:

"(1) Administrator, Bureau of Security and Consular Affairs, Department of State.

"(2) Deputy Administrator of the Federal Aviation Agency.

"(3) Deputy Administrator of General Services.

"(4) Associate Administrator of the National Aeronautics and Space Administration.

"(5) Assistant Administrators, Agency for International Development (6).

"(6) Regional Assistant Administrators, Agency for International Development (4).

"(7) Under Secretary of the Air Force.

"(8) Under Secretary of the Army.

"(9) Under Secretary of the Navy.

"(10) Deputy Under Secretaries of State (2).

"(11) Assistant Secretaries of Agriculture (3).

"(12) Assistant Secretaries of Commerce (4).

"(13) Assistant Secretaries of Defense (7).

"(14) Assistant Secretaries of the Air Force (3).

"(15) Assistant Secretaries of the Army (3).

"(16) Assistant Secretaries of the Navy (3).

"(17) Assistant Secretaries of Health, Education, and Welfare (2).

"(18) Assistant Secretaries of the Interior (4).

"(19) Assistant Attorneys General (9).

"(20) Assistant Secretaries of Labor (4).

"(21) Assistant Postmasters General (5).

"(22) Assistant Secretaries of State (11).

"(23) Assistant Secretaries of the Treasury (4).

"(24) Chairman of the United States Tariff Commission.

"(25) Commissioner, Community Facilities Administration.

"(26) Commissioner, Federal Housing Administration.

"(27) Commissioner, Public Housing Administration.

"(28) Commissioner, Urban Renewal Administration.

"(29) Director of Civil Defense, Department of the Army.

"(30) Director of the Federal Mediation and Conciliation Service.

"(31) Deputy Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.

"(32) Deputy Director of the Office of Emergency Planning.

"(33) Deputy Director of the Office of Science and Technology.

"(34) Deputy Director of the Peace Corps.

"(35) Deputy Director of the United States Arms Control and Disarmament Agency.

"(36) Deputy Director of the United States Information Agency.

"(37) Assistant Directors of the Bureau of the Budget (3).

"(38) General Counsel of the Department of Agriculture.

"(39) General Counsel of the Department of Commerce.

"(40) General Counsel of the Department of Defense.

"(41) General Counsel of the Department of Health, Education, and Welfare.

"(42) Solicitor of the Department of the Interior.

"(43) Solicitor of the Department of Labor.

"(44) General Counsel of the National Labor Relations Board.

"(45) General Counsel of the Post Office Department.

"(46) Counselor of the Department of State.

"(47) Legal Adviser of the Department of State.

"(48) General Counsel of the Department of the Treasury.

"(49) First Vice President of the Export-Import Bank of Washington.

"(50) General Manager of the Atomic Energy Commission.

"(51) Governor of the Farm Credit Administration.

"(52) Inspector General, Foreign Assistance.

"(53) Deputy Inspector General, Foreign Assistance.

"(54) Members, Civil Aeronautics Board.

"(55) Members, Council of Economic Advisers.

"(56) Members, Board of Directors of the Export-Import Bank of Washington.

"(57) Members, Federal Communications Commission.

"(58) Member, Board of Directors of the Federal Deposit Insurance Corporation.

"(59) Members, Federal Home Loan Bank Board.

"(60) Members, Federal Power Commission.

"(61) Members, Federal Trade Commission.

"(62) Members, Interstate Commerce Commission.

"(63) Members, National Labor Relations Board.

"(64) Members, Securities and Exchange Commission.

"(65) Members, Board of Directors of the Tennessee Valley Authority.

"(66) Members, United States Civil Service Commission.

"(67) Members, Federal Maritime Commission.

"(68) Members, National Mediation Board.

"(69) Members, Railroad Retirement Board.

"(e) Level V of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$26,000:



"(1) Administrator, Agricultural Marketing Service, Department of Agriculture.

"(2) Administrator, Agricultural Research Service, Department of Agriculture.

"(3) Administrator, Agricultural Stabilization and Conservation Service, Department of Agriculture.

"(4) Administrator, Farmers Home Administration.

"(5) Administrator, Foreign Agricultural Service, Department of Agriculture.

"(6) Administrator, Rural Electrification Administration, Department of the Interior.

"(7) Administrator, Soil Conservation Service, Department of Agriculture.

"(8) Administrator, Bonneville Power Administration, Department of the Interior.

"(9) Administrator of the National Capital Transportation Agency.

"(10) Administrator of the Saint Lawrence Seaway Development Corporation.

"(11) Deputy Administrators of the Small Business Administration (4).

"(12) Associate Administrator for Administration, Federal Aviation Agency.

"(13) Associate Administrator for Development, Federal Aviation Agency.

"(14) Associate Administrator for Programs, Federal Aviation Agency.

"(15) Associate Administrator for Advanced Research and Technology, National Aeronautics and Space Administration.

"(16) Associate Administrator for Space Science and Applications, National Aeronautics and Space Administration.

"(17) Associate Administrator for Manned Space Flight, National Aeronautics and Space Administration.

"(18) Associate Deputy Administrator, National Aeronautics and Space Administration.

"(19) Deputy Associate Administrator, National Aeronautics and Space Administration.

"(20) Associate Deputy Administrator of Veterans' Affairs.

"(21) Archivist of the United States.

"(22) Area Redevelopment Administrator, Department of Commerce

"(23) Assistant Secretary of Agriculture for Administration.

"(24) Assistant Secretary of Health, Education, and Welfare for Administration.

"(25) Assistant Secretary of the Interior for Administration.

"(26) Assistant Attorney General for Administration.

"(27) Assistant Secretary of Labor for Administration.

"(28) Assistant Secretary of the Treasury for Administration.

"(29) Assistant General Manager, Atomic Energy Commission.

"(30) Assistant and Science Adviser to the Secretary of the Interior.

"(31) Chairman, Foreign Claims Settlement Commission of the United States.

"(32) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

"(33) Chairman of the Renegotiation Board.

"(34) Chairman of the Subversive Activities Control Board.

"(35) Chief Counsel for the Internal Revenue Service, Department of the Treasury.

"(36) Chief Forester of the Forest Service, Department of Agriculture.

"(37) Chief Postal Inspector, Post Office Department.

"(38) Chief, Weather Bureau, Department of Commerce.

"(39) Commissioner of Customs, Department of the Treasury.

"(40) Commissioner, Federal Supply Service, General Services Administration.

"(41) Commissioner of Education, Department of Health, Education, and Welfare.

"(42) Commissioner of Fish and Wildlife, Department of the Interior.

"(43) Commissioner of Food and Drugs, Department of Health, Education, and Welfare.

"(44) Commissioner of Immigration and Naturalization, Department of Justice.

"(45) Commissioner of Indian Affairs, Department of the Interior.

"(46) Chief Commissioner, Indian Claims Commission.

"(47) Associate Commissioners, Indian Claims Commission (2).

"(48) Commissioner of Patents, Department of Commerce.

"(49) Commissioner, Public Buildings Service, General Services Administration.

"(50) Commissioner of Reclamation, Department of the Interior.

"(51) Commissioner of Social Security, Department of Health, Education, and Welfare.

"(52) Commissioner of Vocational Rehabilitation, Department of Health, Education, and Welfare.

"(53) Commissioner of Welfare, Department of Health, Education, and Welfare.

"(54) Director, Advanced Research Projects Agency, Department of Defense.

"(55) Director of Agricultural Economics, Department of Agriculture.

"(56) Director, Bureau of the Census, Department of Commerce.

"(57) Director, Bureau of Mines, Department of the Interior.

"(58) Director, Bureau of Prisons, Department of Justice.

"(59) Director, Geological Survey, Department of the Interior.

"(60) Director, Office of Research and Engineering, Post Office Department.

"(61) Director, National Bureau of Standards, Department of Commerce.

"(62) Director of Regulation, Atomic Energy Commission.

"(63) Director of Science and Education, Department of Agriculture.

"(64) Deputy Under Secretary for Monetary Affairs, Department of the Treasury.

"(65) Deputy Commissioner of Internal Revenue, Department of the Treasury.

"(66) Deputy Director, National Science Foundation.

"(67) Deputy Director, Policy and Plans, United States Information Agency.

"(68) Deputy General Counsel, Department of Defense.

"(69) Deputy General Manager, Atomic Energy Commission.

"(70) Associate Director of the Federal Mediation and Conciliation Service.

"(71) Associate Director for Volunteers, Peace Corps.

"(72) Associate Director for Program Development and Operations, Peace Corps.

"(73) Assistants to the Director of the Federal Bureau of Investigation, Department of Justice (2).

"(74) Assistant Directors, Office of Emergency Planning (3).

"(75) Assistant Directors, United States Arms Control and Disarmament Agency (4).

"(76) Federal Highway Administrator, Department of Commerce.

"(77) Fiscal Assistant Secretary of the Treasury.

"(78) General Counsel of the Agency for International Development.

"(79) General Counsel of the Department of the Air Force.

"(80) General Counsel of the Department of the Army.

"(81) General Counsel of the Atomic Energy Commission.

"(82) General Counsel of the Federal Aviation Agency.

"(83) General Counsel of the Housing and Home Finance Agency.

"(84) General Counsel of the Department of the Navy.

"(85) General Counsel of the United States Arms Control and Disarmament Agency.

"(86) General Counsel of the National Aeronautics and Space Administration.

"(87) Governor of the Canal Zone.

"(88) Manpower Administrator, Department of Labor.

"(89) Maritime Administrator, Department of Commerce.

"(90) Members, Foreign Claims Settlement Commission of the United States.

"(91) Members, Renegotiation Board.

"(92) Members, Subversive Activities Control Board.

"(93) Members, United States Tariff Commission.

"(94) President of the Federal National Mortgage Association.

"(95) Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.

"(96) Deputy Directors of Defense Research and Engineering, Department of Defense (4).

"(97) Assistant Administrator of General Services.

"(98) Director, United States Travel Service, Department of Commerce.

"(99) Executive Director of the United States Civil Service Commission.

"(f) In addition to the offices and positions listed in subsections (d) and (e) of this section, the President is authorized to place from time to time offices and positions held by not to exceed thirty persons in levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload in any Federal department or agency. Any such action with respect to an office to which appointment is made by the President by and with the advice and consent of the Senate shall be effective only at the time of a new appointment to such office. Each action taken under this subsection shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of the national security. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

"(g) In addition to the offices and positions listed in subsections (d) and (e) of this section and the offices and positions placed by the President in levels IV and V pursuant to subsection (f) of this section, the President is authorized to place, during the period which begins on the day immediately following the date of enactment of this Act and which terminates on the first day of the sixth month which begins following the date of enactment of this Act, in levels IV and V of the Federal Executive Salary Schedule offices and positions held by not to exceed thirty persons, the duties and responsibilities of which he deems appropriate for such levels. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

"Sec. 304. (a) Section 104 of title 3, United States Code (relating to the compensation of the Vice President), is amended by striking out '\$35,000' and inserting in lieu thereof '\$43,000'.

"(b) Section 105 of title 3, United States Code, is amended to read as follows:

"§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President

"The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, of the Executive Secretary of the National Aeronautics and Space Council, and of eight other secretaries or immediate staff assistants in the White House Office at rates of



basic compensation not to exceed that of level II of the Federal Executive Salary Schedule."

*"Conforming changes in existing law"*

"SEC. 305. The following provisions of law are hereby repealed:

"(1) The Federal Executive Pay Act of 1956, as amended (5 U.S.C. 2201-2209), establishing rates of basic compensation for heads of executive departments and other Federal officials.

"(2) Section 3012(h) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Army.

"(3) Section 3013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Army at \$20,000 a year.

"(4) Section 5031(d) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Navy.

"(5) Section 5033(c) of title 10, United States Code, providing the annual salary of \$20,000 a year for the Under Secretary of the Navy.

"(6) Section 304 of Public Law 87-651, approved September 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note), providing compensation of \$22,000 a year for Assistant Secretaries of the Navy.

"(7) Section 8012(g) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Air Force.

"(8) Section 8013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Air Force at \$20,000 a year.

"(9) Section 137(c) of title 10, United States Code, fixing the compensation of the General Counsel of the Department of Defense at the rate prescribed by law for assistant secretaries of executive departments.

"(10) (A) The last sentence of section 22 a. of the Atomic Energy Act of 1954, as amended (68 Stat. 924; 71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual salaries of the Chairman and members of such Commission, which reads: 'Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum.'

"(B) That part of the first sentence of section 27 a. of the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C. 2037(a)), relating to the salary of the Chairman of the Military Liaison Committee which reads: ', and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense'.

"(11) That part of Reorganization Plan Numbered 1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C. 133z-15, note)—

"(A) In section 2(b), relating to the annual salary of the Director of the Office of Emergency Planning, which reads: 'and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments';

"(B) In section 2(c), relating to the annual salary of the Deputy Director of such Office, which reads: 'shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203);' and

"(C) In section 2(d), relating to the annual salaries of three Assistant Directors of such Office, which reads: 'shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments.'

"(12) (A) That part of the second sentence of section 202(a) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual salary of the Administrator of the National

Aeronautics and Space Administration, which reads: ', and shall receive compensation at the rate of \$22,500 per annum'.

"(B) That part of the first sentence of section 202(b) of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to the annual salary of the Deputy Administrator of such Administration, which reads: ', shall receive compensation at the rate of \$21,500 per annum.'

"(13) (A) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), relating to the annual salary of a civilian executive secretary in the National Aeronautics and Space Council, which reads: 'and shall receive compensation at the rate of \$20,000 a year'.

"(B) That part of section 204 of such Act (72 Stat. 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to the annual salary of the Chairman of the Civilian-Military Liaison Committee, as follows:

"In subsection (a)(1), that part which reads: ', and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum'.

"In the second sentence of subsection (d), that part which reads: 'fixed by subsection (a)(1)'.

"(14) (A) That part of the second sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rank and salary of the Counselor and of the Legal Adviser of the Department of State, which reads: 'and shall receive the same salary as'.

"(B) The last sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rate of basic compensation of the Deputy Under Secretaries of State, which reads: 'Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State'.

"(C) That part of the second sentence of section 2(b) of the Act of May 26, 1949, as amended (73 Stat. 265; 5 U.S.C. 151b(b)), relating to the annual salary of the Under Secretary of State for Political Affairs or for Economic Affairs, as designated by the President, which reads: 'shall receive compensation at the rate of \$22,000 a year and'.

"(15) The last sentence of 210(a) of title 38, United States Code, relating to the annual salary of the Administrator of Veterans' Affairs, Veterans' Administration, which reads: 'He shall receive a salary of \$21,000 a year, payable monthly'.

"(16) (A) The last sentence of section 201 (a)(2) of the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C. 1321(a)(2)), relating to the annual salaries of the Chairman and members of the Civil Aeronautics Board, which reads: 'Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as Chairman shall receive a salary at the rate of \$20,500 per annum.'

"(B) That part of the second sentence of section 301(a) of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating to the annual salary of the Administrator of the Federal Aviation Agency, which reads: ', and who shall receive compensation at the rate of \$22,500 per annum'.

"(C) That part of the second sentence of section 302(a) of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: 'shall receive compensation at the rate of \$20,500 per annum, and'.

"(17) (A) The last sentence of section 22 of the Arms Control and Disarmament Act (75 Stat. 632; 22 U.S.C. 2562), relating to the annual salary of the Director of the United States Arms Control and Disarmament Agency, which reads: 'He shall receive compensation at the rate of \$22,500 per annum.'

"(B) The second sentence of section 23 of such Act (75 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of the Deputy Director of such Agency, which reads: 'He shall receive compensation at the rate of \$21,500 per annum.'

"(C) The second sentence of section 24 of such Act (75 Stat. 632; 22 U.S.C. 2564), relating to the annual salaries of the four Assistant Directors of such Agency, which reads: 'They shall receive compensation at the rate of \$20,000 per annum.'

"(18) Section 3 of the Act of March 2, 1955 (69 Stat. 10; 5 U.S.C. 294, 293, 295a), relating to the annual salaries of certain officials of the Department of Justice, which reads:

"Sec. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

"(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.

"(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum.'

"(19) (A) The last sentence of section 102(c) of Reorganization Plan Numbered 7 of 1961 (75 Stat. 840; 5 U.S.C. 133z-15, note), relating to the annual salaries of the Chairman and members of the Federal Maritime Commission, which reads: 'The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum.'

"(B) That part of section 201 of such reorganization plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to the annual salary of the Maritime Administrator in the Department of Commerce, which reads: 'shall receive a salary at the rate of \$20,000 per annum.'

"(20) That part of the fourth sentence of section 4(a) of the Securities Exchange Act of 1934, as amended (74 Stat. 408 and 913; 15 U.S.C. 78d(a)), relating to the annual salaries of the Chairman and Commissioners of the Securities and Exchange Commission, which reads: 'shall receive a salary at the rate of \$20,000 a year, except that the Chairman shall receive additional salary at the rate of \$500 a year and'.

"(21) Section 3 of the Food Additives Amendment of 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the annual salary of the Commissioner of Food and Drugs at \$20,000 per annum.

"(22) That part of the first sentence of section 3 of the Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502), relating to the annual salary of the Area Redevelopment Administrator in the Department of Commerce, which reads: 'who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce'.

"(23) The last sentence of section 203(b)(1) of the National Security Act of 1947 (72 Stat. 520; 5 U.S.C. 171c(b)(1)), relating to the annual salary of the Director of Defense Research and Engineering in the Department of Defense, which reads: 'The compensation of the Director is that prescribed by law for the Secretaries of the military departments.'

"(24) In section 303(a) of title 23, United States Code,

"(A) That part of the second sentence, relating to the annual salary of the Federal Highway Administrator in the Department of Commerce, which reads: 'shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and'; and

"(B) The last sentence, relating to the annual salary of the Deputy Federal Highway Administrator in such department, which reads: 'The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator.'



"(25) The last proviso in the paragraph under the heading 'IMMIGRATION AND NATURALIZATION SERVICE' and under the subheading 'SALARIES AND EXPENSES' in the Department of Justice Appropriation Act, 1959 (72 Stat. 251; 5 U.S.C. 2206, note), relating to the annual salary of the Commissioner of the Immigration and Naturalization Service, which reads: '*Provided further, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum.*'

"(26) The second paragraph of section 3 of title 35, United States Code, relating to the annual salary of the Commissioner of Patents which reads: 'The annual rate of compensation of the Commissioner shall be \$20,000.'

"(27) That part of section 4(a) of the Peace Corps Act (75 Stat. 612; 22 U.S.C. 2503(a)), relating to the annual salaries of the Director and of the Deputy Director of the Peace Corps, which reads: ', whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum,' and ', whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum.'

"(28) (A) Section 308 of title 39, United States Code, fixing the annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department at \$19,000.

"(B) That part of the table of contents of chapter 3 of title 39, United States Code, which reads as follows:

"308. Chief Postal Inspector."

"(29) That part of the first sentence of section 4 of the International Travel Act of 1961 (75 Stat. 130; 22 U.S.C. 2124), relating to the annual salary of the Director of the United States Travel Service in the Department of Commerce, which reads: 'who shall be compensated at the rate of \$19,000 per annum.'

"(30) Section 14(b) of the Federal Employees Health Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)), which fixes the compensation of the Executive Director of the United States Civil Service Commission at \$19,000 per annum.

"(31) That part of the first sentence of section 107(c) of the Renegotiation Act of 1951, as amended (73 Stat. 211; 50 U.S.C. App. 1217(c)), relating to the annual salary of the General Counsel of the Renegotiation Board, which reads: ', and shall receive compensation at the rate of \$19,000 per annum.'

"(32) (A) That part of the third sentence in section 201(a) of the National Capital Transportation Act of 1960 (74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual salary of the Administrator of the National Capital Transportation Agency, which reads: ', and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum.'

"(B) That part of the first sentence of section 201(b) of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: ', and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended.'

"(33) The last sentence of section 624(d) (1) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(d) (1)), as amended, fixing the compensation of certain officials in the Department of State, which reads: 'The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually.'

"(34) That part of section 202 of the Act of July 1, 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual salary of the Administrative Assistant Secretary of Health, Education, and Welfare, which reads: ', and whose annual rate of basic compensation shall be \$19,000'.

"(35) That part of the Public Works Appropriation Act, 1963, under the heading 'DEPARTMENT OF THE INTERIOR' and under the caption 'BUREAU OF RECLAMATION' and the subheading 'ADMINISTRATIVE PROVISIONS' (76 Stat. 1223; 43 U.S.C. 373a-1), relating to the annual salary of the present incumbent of the position of Commissioner of the Bureau of Reclamation, which reads:

"After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent.'

"(36) That part of the Public Works Appropriation Act, 1962, under the heading 'DEPARTMENT OF THE INTERIOR' and under the caption 'BONNEVILLE POWER ADMINISTRATION' and the subheading 'CONSTRUCTION' (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual salary of the present incumbent of the position of Administrator, Bonneville Power Administration, which reads:

"After October 1, 1961, the position of Administrator, Bonneville Power Administration, shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent.'

"(37) Section 205 of the Public Works Appropriation Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note), as amended, relating to the salary of the present incumbent of the position of Administrator of the Southwestern Power Administration in the Department of the Interior, and to the salary of the Administrative Assistant Secretary of such Department, which reads:

"SEC. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior.'

"(38) The proviso in the first paragraph under the heading 'FEDERAL BUREAU OF INVESTIGATION' and under the subheading 'SALARIES AND EXPENSES' in the Department of Justice Appropriation Act, 1964 (77 Stat. 782; Public Law 88-245), relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation, which reads: '*Provided, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent*' and provisions to the same effect contained in other appropriation Acts enacted prior to the effective date of this section relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation.

"(39) That part of section 7801(b) (2) of the Internal Revenue Code of 1954, as amended, relating to the annual salary of the Assistant General Counsel of the Treasury Department who shall be the Chief Counsel for the Internal Revenue Service, which reads: 'and shall receive basic compensation at the annual rate of \$19,000'.

"(40) (A) Sections 3018, 5014, and 8018 of title 10, United States Code, relating to the compensation of the general counsels of the military departments.

"(B) The respective tables of contents of chapters 303, 503, and 803 of title 10, United States Code, are amended by striking out

"3018. Compensation of General Counsel."

"5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel'.

"(41) (A) That part of section 2(a) of Reorganization Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the Office of Science and Technology, which reads: 'and shall receive compensation at the rate of \$22,500 per annum'.

"(B) That part of section 2(b) of such reorganization plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Deputy Director of the Office of Science and Technology, which reads: 'and receive compensation at the rate of \$20,500 per annum'.

"(C) That part of section 22(a) of such reorganization plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the National Science Foundation, which reads: 'shall receive compensation at the rate of \$21,000 per annum and'.

"(42) That part of section 624(a) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)), relating to the compensation of twelve officers in the agency primarily responsible for administering part I of such Act, which reads: 'of whom—

"(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an executive department;

"(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an executive department; and

"(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an executive department.'

"(43) That part of the first sentence of section 104(b) of the Immigration and Nationality Act (66 Stat. 174; 8 U.S.C. 1104(b)), relating to the rank and compensation of the Administrator, Bureau of Security and Consular Affairs, which reads: 'and compensation'.

"(44) That part of section 3 of Reorganization Plan Numbered 1 of 1953 (67 Stat. 631; 5 U.S.C. 623, note), relating to the Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare, which reads: ', and shall receive compensation at the rate now or hereafter provided by law for assistant secretaries of executive departments'.

"SEC. 306. (a) (1) Section 508 of title 28, United States Code, is amended to read as follows:

"§ 508. Salaries

"Subject to subsection (f) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended'.

"(2) Subject to section 303(f) of this Act, each incumbent United States attorney and assistant United States attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and professional qualifications, as determined by the Attorney General, whose compensation



is prescribed in the General Schedule of the Classification Act of 1949, as amended.

"(b) Section 411 of the Foreign Service Act of 1946, as amended (70 Stat. 704; 22 U.S.C. 866), relating to the per annum salaries of chiefs of mission, is amended by striking out the second sentence of that section and inserting in lieu thereof the following: 'The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V.'

"(c) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), fixing a limit of \$19,000 on the compensation of seven persons in the National Aeronautics and Space Council, is amended by striking out 'compensated at the rate of not more than \$19,000 a year,' and inserting in lieu thereof 'compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended.'

"(d) Clause (A) of section 203(b)(2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473(b)(2)), as amended, is amended to read as follows: '(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and.'

"(e) Section 6(f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out 'at a rate in excess of \$20,000 per annum' and by inserting in lieu thereof 'at a rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended.'

"(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

"(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034 (a)), relating to the annual salary of the General Manager of such Commission, (A) by inserting 'and' immediately before 'shall be removable by the Commission' and (B) by striking out that part which reads: ', and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum';

"(2) In the last sentence of section 24 b. (71 Stat. 612; 42 U.S.C. 2034(b)), relating to the annual salary of the Deputy General Manager of such Commission, (A) by inserting 'and' immediately before 'shall be removable by the General Manager' and (B) by striking out that part which reads: ', and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum';

"(3) In the last sentence of section 24 c. (71 Stat. 612; 42 U.S.C. 2034(c)), relating to the annual salaries of the Assistant General Managers (or their equivalents) of such Commission, (A) by inserting 'and' immediately before 'shall be removable by the General Manager' and (B) by striking out that part which reads: ', and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum';

"(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035 (a)), relating to the annual salaries of directors of program divisions of such Com-

mission, by striking out that part which reads: 'and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum';

"(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: 'and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum';

"(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking out that part which reads: 'and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum';

"(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual salaries of certain executive management positions in such Commission, (A) by inserting 'and' immediately before 'shall be removable by the General Manager' and (B) by striking out that part which reads: ', and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum'; and

"(8) In the second sentence of section 28 (68 Stat. 926; 42 U.S.C. 2038), relating to the compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in such Commission, by striking out that part which reads 'and the compensation prescribed in section 25' and inserting in lieu thereof, 'and the compensation established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964'.

"(g) Section 2 of the Act of July 30, 1946, as amended (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to the compensation of the United States representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization, is amended by striking out 'Such representatives and alternates shall each be entitled to receive compensation at such rates, not to exceed \$15,000 per annum, as the President may determine,' and inserting in lieu thereof 'Such representatives and alternates shall each be entitled to receive compensation at such rates provided for Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended, as the President may determine.'

"(h) The third sentence of section 2 of the Act of May 29, 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read as follows: 'Except as provided in subsection (f) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule.'

"(1)(1) Sections 2 and 3 of the Act of

"Class 1: Superintendent of Schools. \$19,000  
Class 2: Deputy Superintendent. 16,500

is amended to read as follows:

"Class 1: Superintendent of Schools. \$26,000  
Class 2: Deputy Superintendent. 22,000

"(6) That part of the salary schedule in section 101 of the District of Columbia Police and Firemen's Salary Act of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq., D.C.

"Class 10. 17,000 17,400 17,800 18,200 18,600 19,000  
Fire Chief.  
Chief of Police.'

is amended to read as follows:

"Class 10. 21,000 21,500 22,000 22,500 23,000 23,500  
Fire Chief.  
Chief of Police.'

July 25, 1958 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), relating to the compensation of the Commissioners of the District of Columbia, are amended to read as follows:

"Sec. 2. Except as otherwise provided by this section and section 3 of this Act—

"(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$25,500 each per annum; and

"(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.

"Sec. 3. Notwithstanding any other provision of law—

"(1) the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$26,000 per annum; and

"(2) if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.'

"(2) Section 11-702(d) of the District of Columbia Code (77 Stat. 484; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of Appeals, is amended—

"(A) by striking out '\$19,000' and inserting in lieu thereof '\$25,000'; and

"(B) by striking out '\$18,500' and inserting in lieu thereof '\$24,500'.

"(3) Section 11-902(d) of the District of Columbia Code (77 Stat. 487; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of General Sessions, is amended—

"(A) by striking out '\$18,000' and inserting in lieu thereof '\$24,000'; and

"(B) by striking out '\$17,500' and inserting in lieu thereof '\$23,500'.

"(4) The first sentence of the second paragraph of section 2 of the District of Columbia Revenue Act of 1937, as amended (D.C. Code, sec. 47-2402), relating to the compensation of the person appointed to the District of Columbia Tax Court, is amended by striking out '\$17,500' and inserting in lieu thereof '\$23,500'.

"(5) That part of the salary schedule in section 1 of the District of Columbia Teachers' Salary Act of 1955, as amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relating to the compensation of the Superintendent of Schools, and Deputy Superintendent of Schools, of the District of Columbia, which reads:

Code, 1961 edition), relating to the compensation of the Fire Chief and the Chief of Police, which reads:



"(j) (1) The catchline of section 3012 of title 10, United States Code, is amended by striking out "; compensation"

"(2) The table of contents of chapter 303 of such title 10 is amended by striking out "3012. Secretary of the Army: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"3012. Secretary of the Army: powers and duties; delegation by."

"(3) The catchline of section 5031 of such title 10 is amended by striking out "; compensation."

"(4) The table of contents of chapter 505 of such title 10 is amended by striking out

"5031. Secretary of the Navy: responsibilities; compensation."

and inserting in lieu thereof

"5031. Secretary of the Navy: responsibilities."

"(5) The catchline of section 5033 of such title 10 is amended by striking out "; compensation."

"(6) The table of contents of chapter 505 of such title 10 is amended by striking out "5033. Under Secretary of the Navy: appointment; duties; compensation."

and inserting in lieu thereof

"5033. Under Secretary of the Navy: appointment; duties."

"(7) The catchline of section 8012 of such title 10 is amended by striking out "; compensation."

"(8) The table of contents of chapter 803 of such title 10 is amended by striking out "8012. Secretary of the Air Force: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"8012. Secretary of the Air Force: powers and duties; delegation by."

#### *"Changes in position titles*

"Sec. 307. Whenever reference is made in any law or reorganization plan to the—

"Administrative Assistant Attorney General,

"Administrative Assistant Secretary of the Interior,

"Administrative Assistant Secretary of Agriculture,

"Administrative Assistant Secretary of Labor,

"Administrative Assistant Secretary of the Treasury, or

"Administrative Assistant Secretary of Health, Education, and Welfare,

"such reference shall be held and considered to mean the

"Assistant Attorney General for Administration,

"Assistant Secretary of the Interior for Administration,

"Assistant Secretary of Agriculture for Administration,

"Assistant Secretary of Labor for Administration,

"Assistant Secretary of the Treasury for Administration, or

"Assistant Secretary of Health, Education, and Welfare for Administration, respectively.

#### *"Limitation on salaries fixed by administrative action*

"Sec. 308. Except as provided by this Act and notwithstanding the provisions of any other law, the head of any executive department, independent establishment, or agency in the executive branch who is authorized to fix by administrative action the annual rate of basic compensation for any position, officer, or employee shall not fix such rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended. Nothing contained in this

section shall be construed to impair the authorities provided in the Central Intelligence Agency Act of 1949, as amended (50 U.S.C. 403a and following), in section 3 of the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), in section 11 of the Federal Reserve Act (12 U.S.C. 248), or in section 5240 of the Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

#### *"Miscellaneous positions in the executive branch*

"Sec. 309. Each office or position in the executive branch specifically referred to in, or covered by, any conforming change in law made by section 305 of this Act, or any other office or position in the executive branch for which the annual salary is established pursuant to special provision of law enacted prior to the date of enactment of this Act, at a figure of \$18,500 or above, which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303 of this Act, shall be paid basic compensation at a rate which is equal to the salary rate of a grade and step of the General Schedule of the Classification Act of 1949, as amended. All actions taken under this section shall be reported to the United States Civil Service Commission and published in the Federal Register, except when it is determined by the President that such report and publication would be contrary to the interest of national security.

#### *"Saving provisions*

"Sec. 310. (a) Except as provided by this Act, the changes in existing law made by this Act shall not affect any office or position existing immediately prior to the effective date of any such changes in existing law, the compensation attached to such office or position, and any incumbent thereof, his appointment thereto, and his entitlement to receive the compensation attached thereto, until appropriate action is taken in accordance with this Act or other law.

"(b) Notwithstanding any provision of this Act, the rate of basic gross, or total annual compensation received by any officer or employee immediately prior to the effective date of this section shall not be reduced by reason of enactment of this Act.

#### *"TITLE IV—FEDERAL JUDICIAL SALARIES*

"Sec. 401. This title may be cited as the 'Federal Judicial Salary Act of 1964'.

"Sec. 402. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)), section 3656 of title 18, United States Code, the third sentence of section 603, sections 672 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

"(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by title I of this

Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

"(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

"(d) Section 40a of the Bankruptcy Act (11 U.S.C. 68(a)), as amended, relating to the compensation of full-time and part-time referees in bankruptcy, is amended by striking out the existing compensation limitations contained therein and inserting new limitations of '\$22,500' and '\$11,000', respectively.

"Sec. 403. (a) Section 5 of title 28, United States Code, relating to the salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court of the United States, is amended by striking out '\$35,500' and substituting therefor '\$40,000', and by striking out '\$35,000' and substituting therefor '\$39,500'.

"(b) Section 44(d) of title 28, United States Code, relating to circuit judges, is amended by striking out '\$25,500' and substituting therefor '\$33,000'.

"(c) Section 135 of title 28, United States Code, relating to district judges, is amended by striking out '\$22,500' and substituting therefor '\$30,000', and by striking out '\$23,000' and substituting therefor '\$30,500'.

"(d) Section 173 of title 28, United States Code, relating to judges of the Court of Claims, is amended by striking out '\$25,500' and substituting therefor '\$33,000'.

"(e) Section 213 of title 28, United States Code, relating to judges of the Court of Customs and Patent Appeals, is amended by striking out '\$25,500' and substituting therefor '\$33,000'.

"(f) Section 252 of title 28, United States Code, relating to judges of the Customs Court, is amended by striking out '\$22,500' and substituting therefor '\$30,000'.

"(g) The first paragraph of section 603 of title 28, United States Code, relating to the compensation of the Director and the Deputy Director of the Administrative Office of the United States Courts, is amended to read as follows:

"The Director shall receive a salary of \$27,000 a year. The Deputy Director shall receive a salary of \$26,000 a year."

"(h) Subsection (b) of section 792 of title 28, United States Code, relating to the compensation of commissioners of the Court of Claims, is amended to read as follows:

"(b) Each commissioner shall receive basic compensation at the rate of \$26,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in the Travel Expense Act of 1949, as amended, while traveling on official business and away from Washington, District of Columbia."

"(i) Section 7443(c) of the Internal Revenue Code of 1954 (68A Stat. 879), as amended, relating to judges of the Tax Court of the United States, is further amended by striking out '\$22,500' and substituting therefor '\$30,000'.

"(j) Section 867(a)(1) of title 10, United States Code, relating to judges of the Court of Military Appeals, is amended by striking out '\$25,500' and substituting therefor '\$33,000'.

#### *"TITLE V—EFFECTIVE DATES*

"Sec. 501. (a) Except to the extent provided in subsections (b) and (c) of this section, this Act and the increases in compensation made by this Act shall become effective on the first day of the first pay period which begins on or after July 1, 1964.

"(b) Section 204 of this Act, relating to increases in compensation for Members of



Congress, shall become effective at noon on January 3, 1965.

"(c) Notwithstanding any other provision of this Act (but except as otherwise provided in subsection (b) of this section)—

"(1) no rate of compensation which is equal to or in excess of \$22,000 per annum shall be increased in any amount, by reason of section 202 of this Act, until the first day of the first pay period which begins on or after January 1, 1965; and

"(2) no rate of compensation which is less than \$22,000 per annum shall be increased to an amount per annum in excess of \$22,000, by reason of section 202 or 203(g) of this Act, until the first day of the first pay period which begins on or after January 1, 1965.

"(d) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insurance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

"SEC. 502. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

"(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia," and the Senate agree to the same.

TOM MURRAY,  
JAMES H. MORRISON,  
ROBERT J. CORBETT,

*Managers on the Part of the House.*

OLIN D. JOHNSTON,  
MIKE MONRONEY,  
FRANK CARLSON,

*Managers on the Part of the Senate.*

#### STATEMENT

The managers on the part of the House at the conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 11049) entitled "An act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes," submit the following statement in explanation of the effect of the action agreed upon by the conferees and recommended in the accompanying conference report.

The Senate struck out all of the House bill after the enacting clause and inserted a substitute text. The committee of conference recommends that the House recede from its disagreement to the amendment of the Senate with an amendment which is a substitute

for both the House bill and the Senate amendment and that the Senate agree to the same.

Except for technical and conforming changes, the differences between the House bill and the conference substitute are explained below.

#### COST OF SALARY INCREASES

The budget expenditure for the fiscal year 1965 under the conference substitute is not expected to exceed \$544 million, the President's maximum budget figure for the 1965 fiscal year. The annual cost of the conference substitute would be approximately \$558 million on the basis of the current employment figures. However, the Bureau of the Budget has advised that the fiscal year 1965 expenditure because of this legislation will be held to the budget figure of \$544 million through attrition, unfilling of vacancies, and other actions to increase the amount of cost absorption required under section 125 of the conference substitute.

#### DIFFERENCES BETWEEN THE TEXT OF THE HOUSE BILL AND THE CONFERENCE SUBSTITUTE

##### *Title I—Federal employees' salary systems*

Title I of both the House bill and the conference substitute provides salary rates reasonably comparable to those for substantially equal responsibilities in private enterprise for employees subject to (1) the Classification Act of 1949; (2) the postal field service compensation provisions of title 39, United States Code; (3) the salary schedules of the Foreign Service Act of 1946; (4) section 4107 of title 38, United States Code, relating to positions in the Department of Medicine and Surgery of the Veterans' Administration; and (5) employees of the agricultural stabilization and conservation county committees. The coverage of title I of the House bill is identical to the coverage of title I of the conference substitute. The major differences are discussed below.

##### *Middle salary grades*

The House bill guarantees a minimum 3-percent salary increase for postal employees and for employees in the lower grades of the Classification Act of 1949, but less than 3 percent for employees in the middle grades of such act—GS-9, GS-10, GS-11, and GS-12.

Section 102(a) of the conference substitute guarantees a minimum 3-percent increase for the middle grades as well as for the lower grades by increasing the rates provided in the House bill by \$10 for GS-9, \$60 for GS-10, \$100 for GS-11, and \$50 for GS-12. All other rates of the General Schedule of the Classification Act of 1949 are identical in both the House bill and the conference substitute.

Similar increases are provided under section 118 of the conference substitute for the middle grades of the salary schedules for employees in the Department of Medicine and Surgery of the Veterans' Administration and under section 119 for the salary schedules of the Foreign Service Act of 1946.

##### *Initial appointments*

Section 103(a) of the House bill and 103(a) of the conference substitute both amended section 801 of the Classification Act of 1949 relating to new appointments. The conference substitute adds the requirement to the House bill provisions that new appointments to positions in GS-13 and above at a rate above the minimum rate may be made only with the approval of the Civil Service Commission in each specific case. Such requirement will not apply to appointments made by the Librarian of Congress.

##### *Professional engineering positions*

Subsection (b) of section 103 of the House bill excludes professional engineering positions primarily concerned with research and development and professional positions in the physical and natural sciences and medi-

cine which are placed in grades 16, 17, and 18 of the General Schedule of the Classification Act of 1949 from the provisions of section 507 and titles VII and VIII of such act.

Section 507 relates to salary retention on reduction in grade. Title VII relates to step increases and title VIII relates to such matters as the rate within the grade payable on initial appointment or promotion.

The conference substitute does not include a comparable provision.

##### *Hearing examiners*

Section 103(c) of the House bill and section 103(b) of the conference substitute relate to additional positions exempted from the maximum limitation of 2,400 supergrade positions which the Civil Service Commission may approve for GS-16, GS-17, and GS-18.

The House bill added two new exemptions: (1) hearing examiner positions under section 11 of the Administrative Procedure Act (5 U.S.C. 1010); and (2) positions placed in the supergrades in accordance with section 309 of the House bill. In general, section 309 covers certain positions which were not placed in the Federal Executive Salary Schedule by this legislation.

The conference substitute adds to the exemptions from the 2,400 supergrade positions, 240 positions of hearing examiners for GS-16 and 9 positions of hearing examiners for GS-17. The House bill did not contain any numerical limitation on the number of hearing examiner positions to be placed in the supergrades. It is to be noted that the limitations on hearing examiner positions to be exempt from the total limitation of 2,400 does not prohibit the placing of more than 240 hearing examiner positions in grade 16 or more than 9 hearing examiner positions in grade 17 should the Civil Service Commission approve additional hearing examiner positions for the supergrades within the 2,400 numerical limitation.

The second exemption contained in the House bill relating to section 309 is not included in the conference substitute, as section 309 of the conference substitute provides that employees occupying positions covered by section 309 will receive pay equivalent to a rate of the General Schedule of the Classification Act of 1949 but does not contemplate that the positions will be placed under the Classification Act of 1949 or placed in the supergrades as did the House version.

##### *Pay computation*

Section 103(d) of the House bill amends section 604(d)(3) of the Federal Employees Pay Act of 1945 (5 U.S.C. 944(c)(3)) to change the method of computing salary rates for all pay computation purposes affecting most employees of the Federal Government and of the municipal government of the District of Columbia so that in the computation of rates all remaining fractions of a cent shall be eliminated. The existing method of computing rates is to compute in full cents, counting any fraction of a cent as the next higher cent.

Section 103(c) of the conference substitute requires rounding off to the nearest cent, counting one-half cent and over as the next higher cent. This method of computation is the same method now provided under section 3541(f) of title 39, United States Code, for postal employees. Consequently, section 116(b) of the House bill amending section 3541(f) is not included in the conference substitute.

##### *Ranking of positions in the postal service*

Section 108(a) of the House bill and section 108(a) of the conference substitute both amend section 3501 of title 39, United States Code, by adding a new subsection (c) relating to the ranking of positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking of positions.



Under the conference substitute the re-ranking of such positions will be as of the beginning of the first pay period in calendar year 1965, whereas the House bill would have required the first reranking of such positions as of the beginning of the first pay period occurring on or after the date of enactment of this bill.

#### *Fourth-class postmasters*

Section 111 of the House bill and section 111 of the conference substitute both amend section 3544 of title 39, United States Code, relating to the compensation of postmasters at fourth-class post offices.

The House bill proposes a measure which would accomplish pay reform for postmasters at fourth-class offices in line with reforms provided other Federal employees in the Federal Salary Reform Act of 1962 (76 Stat. 841; Public Law 87-793, part II). The reform would evaluate the positions of postmasters in fourth-class offices in PFS-5 and determine their pay for essentially part-time work on the basis of actual time required. The proposal would authorize the Postmaster General to establish and determine the work requirements in these part-time offices and to fix the compensation of postmasters accordingly. Where the actual compensation to be fixed by this method was less than that due under FOS schedule II, compensation would have continued to be fixed under FOS schedule II as though such schedule continued in effect.

The House bill also made other changes respecting postmasters in fourth-class offices which recognized the part-time nature of their work. The 15-percent allowance for rent, light, fuel, and equipment was based on the rate for step 1 rather than on the actual compensation of the postmaster as at present where quarters are not furnished. The change would have given the Post Office Department the option to furnish quarters when this was desirable, necessary, or more economical and, at the same time, rationalize the allowance for postmasters furnishing quarters.

Section 111(a) of the conference substitute does not contain the reform measures included in the House bill but provides a new salary schedule for postmasters at fourth-class post offices. The schedule is based on the new revenue unit concept and provides increases ranging from 10 percent in the highest group for fourth-class offices to 15 percent in the lower fourth-class office levels. Postmasters at fourth-class offices of the lowest two existing levels will receive increases substantially in excess of 15 percent of their present salary. This group is among the lowest paid of Federal employees and has the greatest need for substantial salary increases.

The conference substitute also provides the necessary language to properly compensate postmasters at fourth-class offices under the revenue unit concept, to permit the Postmaster General to advance fourth-class offices to higher categories, to compensate persons serving in place of postmasters at fourth-class offices, to provide additional compensation to postmasters at fourth-class offices for unusual conditions, to provide for compensation to postmasters at seasonal fourth-class offices, to provide for the relegation of third-class offices to the fourth-class under certain conditions, and to provide for an allowance of 15 percent basic compensation for quarters, fixtures, and equipment.

Section 111(b) of the conference substitute provides a method of converting postmasters at fourth-class offices to the new schedule. Each postmaster will be placed in the lowest step for his revenue unit category which exceeds his existing compensation by not less than 10 percent. If there is no such step, he will retain his existing compensation plus 10 percent. Because the increases incident to changing to the new

schedule are not equivalent increases, any credit toward the next step increase earned prior to the effective date of section 111 will be carried forward for purposes of determining eligibility for the next step increase under the new schedule.

Section 111(c) of the conference substitute provides that changes in gross receipts categories or steps which otherwise would have occurred on the effective date of section 111 shall be considered as occurring prior to conversion.

Because of the change from adjusted gross postal receipts to revenue units for determining class of office and category, some post offices, classified as fourth-class offices on July 1, 1964, will not fall within the revenue unit categories prescribed in the new schedule. In such cases, the offices will be continued as fourth-class post offices until reclassified by operation of other sections of the bill. Postmasters in such offices will continue to receive the 10-percent increase in basic compensation until the salaries are adjusted as otherwise required.

#### *Postal field service annual step increases*

Section 114(a) of the conference substitute extends to all levels of the Postal Field Service Schedule annual step increases up to step 7. Under present law, only employees in levels 1 through 6 receive annual step increases up to step 7, and employees in level 7 or above receive annual step increases to steps 2, 3, and 4, and biennial step increases to steps 5, 6, and 7.

The House bill has no comparable provisions.

#### *Staff allowance for former residents*

Section 124 of the conference substitute increases the maximum amount available to former Presidents of the United States for compensation payable to their staff employees from the present maximum of \$50,000 to \$65,000.

The House bill has no comparable provision.

### **TITLE II**

#### *Federal legislative salaries*

Title II of the House bill and of the conference substitute both provide increases in rates of compensation for officers and employees of the legislative branch.

#### *Legislative staff salaries*

Subsections (e) through (h) of section 202 of the conference substitute contain the usual authority relating to Senate employees in the following respects. Subsection (e) reserves to individual Senators the authority to determine whether increases provided by the bill shall apply to members of their own staffs. Subsection (f) provides increases for employees of the Senate whose compensation has been fixed by law at gross rates. These increases will be comparable to the increases granted under section 202(a) of the conference substitute. Subsection (g) increases the gross compensation limitation for Senate employees from \$18,880 to \$22,945. Subsection (h) increases the limitation on the gross rate per hour of employees in the Senate folding room.

Section 202(i) of the conference substitute increases the gross rate of compensation of the Postmaster of the Senate to \$18,420 and the gross rate of the Assistant Postmaster of the Senate to \$14,570. This subsection also excludes these two positions from the

longevity provisions of section 106 of the Legislative Branch Appropriation Act, 1963 (76 Stat. 694; Public Law 87-730).

Section 203(g) provides a rate of compensation of \$27,500 per annum for the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate.

Section 203(h) provides a rate of compensation of \$15,000 per annum for the Chaplain of the Senate.

The House bill contained no similar provisions relating to Senate employees.

#### *Officers of the legislative branch*

Section 203 of the House bill and section 203 of the conference substitute both establish annual rates of compensation for certain officers of the legislative branch. A comparison of the annual rates of basic compensation for these officers is set forth below:

| Position title                                    | House bill | Conference substitute |
|---------------------------------------------------|------------|-----------------------|
| Assistant Comptroller General..                   | \$29,000   | \$28,500              |
| General Counsel of General Accounting Office..... | 28,000     | 27,000                |
| Librarian of Congress.....                        | 28,000     | 27,000                |
| Public Printer.....                               | 28,000     | 27,000                |
| Architect of the Capitol.....                     | 28,000     | 27,000                |
| Deputy Public Printer.....                        | 27,000     | 25,500                |
| Deputy Librarian of Congress..                    | 27,000     | 25,500                |
| Assistant Architect of the Capitol.....           | 27,000     | 25,500                |
| 2d Assistant Architect of the Capitol.....        | 26,000     | 23,500                |

### **TITLE III**

#### *Federal Executive Salaries*

Title III of the House bill and title III of the conference substitute both provide for a Federal Executive Salary Schedule and make necessary conforming changes in existing law. The major differences are discussed below.

#### *Federal executive salary schedule*

The House bill establishes six salary levels for the Federal Executive Salary Schedule. The conference substitute establishes five such levels. A comparison of the annual rates of basic compensation of such levels in the House bill and in the conference substitute is set forth below:

|                | House bill | Conference substitute |
|----------------|------------|-----------------------|
| Level I.....   | \$32,500   | \$35,000              |
| Level II.....  | 30,000     | 30,000                |
| Level III..... | 29,000     | 28,500                |
| Level IV.....  | 28,000     | 27,000                |
| Level V.....   | 27,000     | 26,000                |
| Level VI.....  | 26,000     | -----                 |

The House bill makes specific assignments of executive positions to level I, level II, level III, and positions held by members of certain boards and commissions to level IV. Also, the House bill authorizes the President to assign positions to level IV, level V, and level VI.

Sections 303(a) through 303(e) of the conference substitute specify positions for all five levels prescribed by the conference substitute.

A comparison showing the different assignments by the conference substitute of certain positions specifically assigned by the House bill is set forth below:

#### *Specific position assignments to different levels*

|                                                        | House                    | Conference |
|--------------------------------------------------------|--------------------------|------------|
| Administrator, Federal Aviation Agency.....            | III                      | II         |
| Secretaries of Air Force, Army, and Navy.....          | III                      | II         |
| Solicitor General of the United States.....            | (Presidential authority) | III        |
| Director of Selective Service (present incumbent)..... | (Presidential authority) | III        |
| Members, Council of Economic Advisers.....             | III                      | IV         |



*Presidential authority*

Section 303(f) of the conference substitute grants authority to the President to place offices and positions held by not to exceed 30 persons in levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload. The subsection also requires that, in the case of an office to which appointment is made by the President by and with the advice and consent of the Senate, the President may use such authority only at the time of the new appointment. Action by the President under this subsection is required to be published in the Federal Register except when it is determined by the President that such publication would be contrary to the interest of the national security. The authority will not apply to any office or position the compensation for which is fixed at a specific rate by section 303 of the conference substitute or by statute enacted subsequent to the date of enactment of this legislation.

Section 303(g) authorizes the President to place in levels IV and V offices and positions, the duties and responsibilities of which he deems appropriate for such levels, held by not to exceed 30 persons. The authority under this subsection relates to positions which are in addition to positions listed in subsections (d) and (e) of section 303 and which are in addition to the positions acted upon pursuant to subsection (f) of section 303. The authority under this subsection shall not apply with respect to any office or position the compensation for which is fixed at a specific rate by section 303 of the conference substitute or by statute enacted subsequent to the date of enactment of this act.

*Presidential staff*

Section 304(b) of the conference substitute adds the position of the Executive Secretary of the National Aeronautics and Space Council to the 15 positions for which the House bill authorizes the President, under section 105 of title 3, United States Code, to fix rates of basic compensation at a rate not to exceed the rate for level II of the Federal Executive Salary Schedule.

*Conforming changes in existing law*

Section 305 and section 306 of both the House bill and the conference substitute repeal or amend provisions of existing law to bring existing law into conformity with the Federal Executive Salary Act of 1964.

The conference substitute omits one repealer contained in the House bill (sec. 305(41)) relating to the annual salaries for not more than three positions of Deputy Governor, Farm Credit Administration.

The conference substitute adds another repealer not contained in the House bill (sec. 305(44)) relating to the rate of compensation for the Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.

Section 306 of the conference substitute omits an amending change of the House bill (sec. 306(h)) relating to the compensation of the U.S. representatives and alternates at the sessions of the general council and at sessions of the executive committee of the International Refugee Organization.

*Staff of Advisory Commission on Intergovernmental Relations*

Section 306(e) of the House bill, relating to the maximum compensation payable to the staff of the Advisory Commission on Intergovernmental Relations, increased the present maximum of \$20,000 per annum to the rate for level VI of the Federal Executive Salary Schedule.

Section 306(e) of the conference substitute increases such maximum to a rate not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949.

*Director, Division of Military Application, Atomic Energy Commission*

Section 306(f) (8) of the House bill, relating to the maximum aggregate compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in the Atomic Energy Commission, increases such maximum to the "compensation for directors of other program divisions." It was contemplated that such compensation would be the rate for GS-18 unless the President were to assign such other program director positions to levels IV, V, or VI of the Federal Executive Salary Schedule as provided for under the House bill.

Section 306(f) (8) of the conference substitute increases such maximum to the "compensation established for this position pur-

suant to section 303 or section 309 of the Federal Executive Salary Act of 1964." The effect of the conference substitute is to limit the maximum aggregate compensation to the salaries of level IV or V of the Federal Executive Salary Schedule if the President assigns the position to either of such levels; but if he does not, the maximum will not exceed the rate for GS-18.

*Officers of the District of Columbia*

Section 306(j) of the House bill and section 306(i) of the conference substitute both relate to the compensation of officials of the District of Columbia. The conference substitute provides rates \$1,000 less in certain cases than the rates provided in the House bill. A comparison of the rates for those officials for which the rates are different is set forth below:

| Position                                                          | Salary rates |                       |
|-------------------------------------------------------------------|--------------|-----------------------|
|                                                                   | House bill   | Conference substitute |
| President, District of Columbia Board of Commissioners.....       | \$27,000     | \$26,000              |
| Other District of Columbia Commissioners.....                     | 26,500       | 25,500                |
| Chief judge, District of Columbia Court of Appeals.....           | 26,000       | 25,000                |
| Other judges, District of Columbia Court of Appeals.....          | 25,500       | 24,500                |
| Chief judge, District of Columbia court of general sessions.....  | 25,000       | 24,000                |
| Other judges, District of Columbia court of general sessions..... | 24,500       | 23,500                |
| Judge, District of Columbia Tax Court.....                        | 24,500       | 23,500                |

*Limitations on salaries fixed by administrative action*

Section 308 of the House bill limits the salary-fixing authority of the heads of executive departments and agencies by providing that hereafter they may not fix rates in excess of the highest rate for grade GS-18 of the General Schedule of the Classification Act of 1949. The House bill exempted from this limitation authorities contained in the Central Intelligence Agency Act of 1949 (50 U.S.C. 403a), the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), and section 5240, Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

Section 308 of the conference substitute adds one additional authority to the exemptions, which is section 11 of the Federal Reserve Act (12 U.S.C. 248).

*Miscellaneous executive positions*

Section 309 of the House bill requires the placement in the appropriate grade of the Classification Act of 1949 of any office or position in the executive branch not placed in a level of the Federal Executive Salary Schedule under section 303 of the House bill but which is affected by any change in existing law under section 305 of the House bill.

Section 309 of the conference substitute provides that each such office or position shall be compensated at a rate equal to the rate of a grade and step of the General Schedule of the Classification Act of 1949. In addition, the conference substitute applies this policy to other offices and positions in the executive branch for which the annual salary is established, at a figure of \$18,500 or more, pursuant to a special provision of law enacted prior to the date of enactment of the conference substitute. The conference substitute contains a further provision (not in the House bill) to the effect that all actions taken under section 309 of the conference

substitute shall be reported to the U.S. Civil Service Commission and published in the Federal Register, except when the President determines that such report and publication would be contrary to the interest of national security.

## TITLE IV

*Federal judicial salaries*

Section 402(a) of the House bill provides increases in rates of compensation for certain specified employees of the judicial branch of the Government. The increases will be in amounts corresponding to the increases under section 102 of the bill for Classification Act employees.

Section 402(a) of the conference substitute has the same coverage as the House bill but includes an additional provision which has the effect of authorizing the Director of the Administrative Office of the U.S. Courts to determine the amount of the increases for employees appointed pursuant to section 604(a) (5) of title 28, United States Code, who hold "ungraded positions." Graded positions are those under the judicial salary plan approved by the Judicial Conference of the United States. The ungraded positions are clerks of court, Register of Wills of the District of Columbia, the pretrial examiners in the District of Columbia and in New York, and the assistant pretrial examiner in the District of Columbia.

Section 403 of the House bill and section 403 of the conference substitute both provide increases in the compensation of Federal judges, the Director and Deputy Director of the Administrative Office of the U.S. Courts and the Commissioners of the Court of Claims.

The conference substitute changes the rates provided by the House bill for the Justices of the Supreme Court, the Director and Deputy Director of the Administrative Office of the U.S. Courts, and for the Commissioners of the Court of Claims as indicated below:

| Position                                                          | House bill | Conference substitute |
|-------------------------------------------------------------------|------------|-----------------------|
| Chief Justice of the United States.....                           | \$43,000   | \$40,000              |
| Associate Justices of the Supreme Court of the United States..... | 42,500     | 39,500                |
| Director, Administrative Office of the U.S. Courts.....           | 28,000     | 27,000                |
| Deputy Director, Administrative Office of the U.S. Courts.....    | 27,000     | 26,000                |
| Commissioners, Court of Claims.....                               | 27,000     | 26,000                |



## TITLE V

*Salary relationships in Federal executive, judicial, congressional, and career salaries (House bill)*

Title V of the House bill provided for the establishment and maintenance, on a permanent basis, of salary relationships with respect to Federal executive, judicial, congressional, and career salaries. This title, which consisted of section 501, contained, in section 501(a), a statement of policy with respect to the desirability of maintaining and continuing, on a permanent basis, the salary relationships established by the House bill among and between the salary rates of (a) the General Schedule of the Classification Act of 1949 and the Postal Field Service Schedule in title I of the House bill; (b) Members of Congress and the Speaker of the House of Representatives in title II; (c) Federal executives in title III; and (d) Federal judges in title IV.

In order to implement this policy, section 501(b) provided, in effect, that, whenever in the future the salary rates of the General Schedule of the Classification Act of 1949 shall have been increased by law, the salary rates of officers and positions in the categories referred to above would be increased automatically in accordance with a formula designed to provide increases in such rates proportionate to the General Schedule salary rate increases.

The Senate amendment did not contain comparable provisions.

The conference substitute omits these provisions of title V of the House bill.

## TITLE VI

*Effective dates*

Title VI of the House bill and title V of the conference substitute both relate to the effective dates for the various provisions of the bill.

Section 601(a) of the House bill provides that, except as provided in subsections (b) and (c), the increases in compensation would become effective on the first day of the first pay period which begins on or after the date of enactment.

Section 601(b) provided that increases for Members of Congress would become effective at noon, January 3, 1965.

Section 601(c) prohibits any rate of compensation from being increased to an amount per annum in excess of \$22,000 until the first day of the first pay period which begins on or after January 1, 1965.

Section 501(a) of the conference substitute provides as an effective date the first day of the first pay period which begins on or after July 1, 1964, except as provided in subsections (b) and (c) of the section. Because the effective date of section 105, relating to the classification of post offices, is later than July 1, 1964, it will not disturb the classification of post offices made on July 1, 1964. The first general reclassification under the revision made by this legislation will occur on July 1, 1965.

Section 501(b) of the conference substitute contains the same effective date, noon, January 3, 1965, for Members of Congress as contained in the House bill.

Section 501(c) of the conference substitute provides that the rates for officers and employees of the House of Representatives and the U.S. Senate shall not be increased above \$22,000 per annum until the first day of the first pay period which begins on or after January 1, 1965. The limitation in the conference substitute applies only to certain rates in title II of the bill and not to rates in other titles of the bill as did the House provision.

Section 501(d) of the conference substitute provides that, for the purpose of determining the amount of insurance for which an officer or employee is eligible under the Federal Employees' Group Life Insurance Act

of 1954 (5 U.S.C. 2091-2103), all changes in rates of compensation which result from the enactment of the conference substitute shall be held and construed to be effective as of the date of enactment.

Section 502 of the conference substitute provides that, except for employees who died or retired during the retroactive period, the payment of retroactive compensation will be made only in the case of individuals in the service of the United States (including service in the Armed Forces of the United States) or of the municipal government of the District of Columbia on the date of enactment. Retroactive payment also would be made for services rendered during the retroactive period in the case of employees who retired or died during such period.

The conference substitute also provides that such retroactive compensation shall not be considered as basic compensation for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

The House bill contained no provision similar to section 502 of the conference substitute.

TOM MURRAY,  
JAMES H. MORRISON,  
ROBERT J. CORBETT,

*Managers on the Part of the House.*

## ANNOUNCEMENT OF ADDITIONAL PROGRAM

(Mr. ALBERT asked and was given permission to address the House for 1 minute and to revise and extend his remarks.)

Mr. ALBERT. Mr. Speaker, I take this time to announce an addition to the program of the House.

The Committee on House Administration, tomorrow, will call up House Resolution 719 and House Resolution 800.

## LEAVE OF ABSENCE

By unanimous consent, leave of absence was granted to:

Mr. THOMPSON of Louisiana (at the request of Mr. MORRISON), for an indefinite period, on account of illness.

Mr. ROBERTS of Alabama (at the request of Mr. JENNINGS), for today, tomorrow, and Wednesday, on account of illness.

Mr. WALLHAUSER (at the request of Mr. HALLECK), for an indefinite period, on account of illness.

## SPECIAL ORDERS GRANTED

By unanimous consent, permission to address the House, following the legislative program and any special orders heretofore entered, was granted to:

Mr. THOMPSON of Texas, for 30 minutes, today; to revise and extend his remarks, and include extraneous matter.

Mr. OLSEN of Montana, for 1 hour, today.

Mr. LAIRD, for 15 minutes, tomorrow, August 4.

Mr. HALPERN (at the request of Mr. SCHADEBERG), for 10 minutes, today, and to revise and extend his remarks and include extraneous matter.

Mr. SCHWENGEL (at the request of Mr. SCHADEBERG), for 30 minutes, today, and to revise and extend his remarks and include extraneous matter.

## EXTENSION OF REMARKS

By unanimous consent, permission to extend remarks in the Appendix of the RECORD, or to revise and extend remarks, was granted to:

Mr. HAYS and to include extraneous matter.

Mr. PATMAN in three instances and to include extraneous matter.

Mr. RIVERS of South Carolina in two instances and to include extraneous matter.

Mr. GROSS.

Mr. WYMAN asked and was given permission to address the House for 1 minute and to revise and extend his remarks and to include extraneous matter and that his remarks follow the remarks of Mr. ALBERT.

Mr. HALL after passing over H.R. 3800, Calendar No. 387 on the Consent Calendar.

Mr. WHITENER asked and was given permission to extend his remarks in the body of the RECORD following action on the bill H.R. 1096.

Mr. KASTENMEIER immediately preceding the vote on the military pay raise bill.

Mr. DOLE to extend his remarks following those of Mr. ASPINALL on H.R. 3071.

Mr. BETTS and to include extraneous matter.

Mr. PHILBIN in eight instances.

Mr. GILL (at the request of Mr. MATSUNAGA) to extend his remarks in the body of the RECORD immediately prior to the passage of S. 1991.

Mr. DORN and to include extraneous matter.

(The following Members (at the request of Mr. SCHADEBERG) and to include extraneous matter:)

Mr. DERWINSKI.

Mr. WESTLAND.

Mr. DEL CLAWSON.

Mr. YOUNGER.

Mr. MOORE in three instances.

Mr. ROUDEBUSH.

Mr. CHENOWETH.

Mr. WYMAN in three instances.

Mr. SCHWENGEL in two instances.

Mr. TOLLEFSON in two instances.

Mr. LINDSAY in five instances.

Mr. HOSMER.

Mr. BATES.

(The following Members (at the request of Mr. MATSUNAGA) and to include extraneous matter:)

Mr. PEPPER.

Mr. RIVERS of South Carolina in two instances.

Mr. ROGERS of Florida in eight instances.

Mr. GONZALEZ.

Mr. FULTON of Tennessee.

Mr. POWELL.

Mr. BURKHALTER.

Mr. RAINS in two instances.

Mr. RIVERS of Alaska.

Mr. WHITENER in four instances.

Mrs. HANSEN.

Mr. MORRIS.

Mr. MAHON.

## SENATE BILLS REFERRED

Bills of the Senate of the following titles were taken from the Speaker's







# Digest of CONGRESSIONAL PROCEEDINGS

OF INTEREST TO THE DEPARTMENT OF AGRICULTURE

UNITED STATES DEPARTMENT OF AGRICULTURE

Washington, D.C. 20250

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OFFICE OF  
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For actions of Aug. 4, 1964  
88th-2nd; No. 150

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**HIGHLIGHTS:** Both Houses agreed to conference report on pay bill. Rep. Martin objected to sending meat-import bill to conference.

## HOUSE

- PAY.** Both Houses agreed to the conference report on H. R. 11049, the Federal pay bill. This bill will now be sent to the President. pp. 17316-20, 17437-42
- DEFENSE APPROPRIATION BILL, 1965.** Both Houses agreed to the conference report on this bill, H. R. 10939. This bill will now be sent to the President. pp. 17308-16, 17445-7
- MEAT IMPORTS.** Rep. Martin, Neb., objected to Rep. Mill's request to send to conference H. R. 1839, to impose quotas on the importation of meat and meat



products. p. 17316

Rep. Short inserted an editorial, "Meat Quotas by Stealth?", and called it "a most unfair and erroneous commentary on the sincere efforts of the livestock industry to obtain some relief from rapidly increasing meat imports." p. 17333

Rep. Battin discussed "the apparent indifference of the Johnson administration toward the continuing threat posed by foreign beef imports to our economy." p. 17360

4. AREA REDEVELOPMENT. Rep. Talcott criticized ARA's operation and management and inserted a synopsis of six ARA projects in various areas. pp. 17359-60

Rep. Widnall criticized S. 1163, the ARA bill, and urged the Rules Committee to refuse a rule on this bill. p. 17359

5. POVERTY. Rep. Cleveland inserted an editorial criticizing the poverty bill, stating that "there is too little time to give this bill the close study it deserves." p. 17360-61

Rep. Multer spoke on the political aspects of the poverty program. p. 17362

6. ALASKA. The Judiciary Committee voted to report (but did not actually report) with amendment S. 49, to provide for the establishment of the Alaska Centennial Commission. p. D636-7

The "Daily Digest" states that conferees agreed to file a conference report on S. 2881, the Alaska relief bill. p. D637

7. FISH AND WILDLIFE. The Merchant Marine and Fisheries Committee voted to report (but did not actually report) S. 1363, to increase the participation by counties in revenues from the National Wildlife Refuge System; and H. R. 2392, with amendment, to authorize the Secretary of the Interior to initiate a program for the conservation, development, and enhancement of the Nation's anadromous fish in cooperation with the States. p. D637

#### SENATE

8. RECREATION. The Interior and Insular Affairs Committee reported with amendment S. 1365, to establish the Fire Island National Seashore (S. Rept. 1300), and S. 2048, to provide for establishment of the Big Horn Canyon National Recreation Area (S. Rept. 1301). p. 17373

9. RIVER BASIN. The Interior and Insular Affairs Committee reported without amendment H. R. 952, to increase the authorization for continuing Interior Department work in the Missouri River Basin (S. Rept. 1302). p. 17373

10. LAND-GRANT COLLEGES; FOREIGN AID. Sen. Long, Mo., praised the contribution of the land-grant colleges and inserted an article by Elmer Ellis, "The Land-Grant College International Rural Development." pp. 17388-90

11. MEAT IMPORTS; LIVESTOCK PRICES. Sen. Lausche inserted a Farm Bureau statement blaming the Agriculture and State Departments for reduced livestock and meat prices, especially favoring restrictions on meat imports. p. 17390

12. WILDERNESS. Senate conferees were appointed on S. 4, the wilderness bill. House conferees have not yet been appointed. pp. 17430-2

13. WATERSHEDS; BUILDINGS. Sen. McNamara inserted a list of projects approved by the Public Works Committee pursuant to the Watershed Protection and Flood Prevention Act and the Public Buildings Act of 1959. pp. 17442-5



Mr. WYMAN. Mr. Speaker, I appreciate what the gentleman has said, but I would like to support a carefully written legislative standard. It seems to me that the standard here is altogether too general and leaves everything up to Mr. McNamara. There is no need for this looseness, particularly in view of the Secretary's manifest attitude toward public yards.

Mr. O'NEILL. Mr. Speaker, will the gentleman yield to me?

Mr. MAHON. I yield to the gentleman from Massachusetts.

Mr. O'NEILL. Mr. Speaker, in my opinion this is the death knell of the Government-owned shipyards. I have the Boston Navy Shipyard in my district. I have seen it go down from 11,000 to about 8,000. Here is a shipyard that is important. It is closest to the Atlantic Ocean and closest to Europe. An amendment of this type is indeed bad for the morale of the entire yard.

I hope the House will vote no in favor of the Federal shipyards.

Mr. MATSUNAGA. Mr. Speaker, will the gentleman yield?

Mr. MAHON. I yield to the gentleman from Hawaii.

Mr. MATSUNAGA. Mr. Speaker, I rise to associate myself with the remarks of the gentleman from New York [Mr. CELLER], and the gentleman from South Carolina [Mr. RIVERS].

Mr. Speaker, I have always opposed the so-called 65/35 formula here under discussion, because it sets up an inflexible situation to the detriment of our Navy. The Senate amendment which we are now being asked to accept sets up an even more intolerable situation than that which was provided under the original House version. The Senate amendment provides that "at least 35 percentum" of the funds appropriated for the repair, alteration and conversion of naval vessels shall be allocated to privately owned shipyards. This means that the private shipyards are guaranteed a minimum allocation of 35 percent of all repair, alteration and conversion jobs, while the naval shipyards are without any guarantee. If we adopt the Senate amendment, we would be making it legally possible for the Secretary of Defense to allocate 100 percent of all repair, alteration and conversion work to private shipyards.

It appears that the private shipyard owners are no longer satisfied with 35 percent of the jobs, and its powerful lobby is flexing its muscles for a complete takeover. Concededly, private enterprise ought to be given its fair share of Government contracts, and I am not opposed to private enterprise. But where our Navy is concerned, our primary consideration should be directed toward what is best for our own national defense and security. Our Navy should not be saddled with inflexibility of the Senate amendment. Repair, alteration, or conversion of its vessels should be allowed wherever it can be done most efficiently and expeditiously, for the Navy is undeniably an emergency arm of our Nation which must be kept in constant readiness, if it is to be kept at all.

The incident only a few days ago in the Gulf of Tonkin in which the destroyer

U.S.S. *Maddox* was the intended victim of an unannounced sneak attack illustrates this truth with dramatic force. The attack on the *Maddox* should serve to remind us that warfare invariably starts without any warning. Those of us who were in Hawaii when Pearl Harbor was bombed have not forgotten this. Let us be reminded by the *Maddox* incident that if it had not been for the efficient, dedicated team of Federal workers at the Pearl Harbor Naval Shipyard, our Navy would never have made the amazing recovery in the short time that it did. If our Navy is to be kept at all, it must be maintained at a level where it can meet any and all emergencies at any time. This it cannot do without a dependable, ever-ready crew of well trained, highly experienced repairmen at a readily accessible shipyard. Maintenance of our naval shipyards, such as the one at Pearl Harbor, therefore, must be considered as part and parcel of our Navy. To detract from this proposition is to weaken our Navy and endanger our own national security. The Senate amendment tends to do this and should be defeated.

(Mr. MATSUNAGA asked and was given permission to revise and extend his remarks.)

Mr. OSTERTAG. Mr. Speaker, will the gentleman yield?

Mr. MAHON. I yield to the gentleman from New York.

Mr. OSTERTAG. Mr. Speaker, I would like to make the point that the language in this conference report differs in no substantial way from the language already adopted by the House of Representatives in the original House bill; is that correct?

Mr. MAHON. The gentleman is correct. Mr. Speaker, I ask for a vote.

The SPEAKER pro tempore. The question is on the motion offered by the gentleman from Texas [Mr. MAHON].

The question was taken, and on a division (demanded by Mr. CELLER) there were—ayes 78, noes 84.

Mr. MAHON. Mr. Speaker, I demand tellers.

Tellers were ordered, and the Speaker appointed as tellers Mr. MAHON and Mr. RIVERS of South Carolina.

The House again divided, and the tellers reported that there were—ayes 95, noes 101.

Mr. MAHON. Mr. Speaker, I demand the yeas and nays.

The yeas and nays were ordered.

The question was taken; and there were—yeas 186, nays 178, not voting 67, as follows:

#### [Roll No. 201]

#### YEAS—186

|               |                |              |
|---------------|----------------|--------------|
| Abele         | Bolton,        | Burke        |
| Abernethy     | Frances P.     | Burleson     |
| Anderson      | Bolton,        | Burton, Utah |
| Andrews, Ala. | Oliver P.      | Byrnes, Wis. |
| Andrews,      | Bonner         | Cahill       |
| N. Dak.       | Bow            | Casey        |
| Arends        | Brademas       | Cederberg    |
| Ashbrook      | Bray           | Chamberlain  |
| Ayres         | Brock          | Chelf        |
| Baker         | Bromwell       | Chenoweth    |
| Becker        | Brooks         | Clancy       |
| Beermann      | Broomfield     | Cohelan      |
| Belcher       | Brotzman       | Collier      |
| Bell          | Brown, Ohio    | Colmer       |
| Bennett, Fla. | Broyhill, N.C. | Conte        |
| Berry         | Broyhill, Va.  | Corbett      |
| Betts         | Bruce          | Cramer       |

|               |                |                |
|---------------|----------------|----------------|
| Cunningham    | Johansen       | Poff           |
| Denton        | Jonas          | Quile          |
| Derwinski     | Kastenmeier    | Quillen        |
| Devine        | Keith          | Reid, Ill.     |
| Dole          | Kilgore        | Reifel         |
| Dowdy         | King, Calif.   | Rhodes, Ariz.  |
| Duncan        | Kirwan         | Rich           |
| Dwyer         | Knox           | Roberts, Tex.  |
| Edmondson     | Kornegay       | Rogers, Fla.   |
| Fallon        | Kunkel         | Rogers, Tex.   |
| Fascell       | Kyl            | Roudebush      |
| Feighan       | Laird          | Roush          |
| Findley       | Langen         | St Germain     |
| Flynt         | Latta          | St. Onge       |
| Fogarty       | Lipscomb       | Schadeberg     |
| Ford          | Long, Md.      | Short          |
| Foreman       | McClary        | Sibal          |
| Fountain      | McCulloch      | Sickles        |
| Frelinghuysen | McLuskey       | Sikes          |
| Fulton, Pa.   | MacGregor      | Siler          |
| Fuqua         | Mañon          | Smith, Calif.  |
| Gary          | Martin, Calif. | Smith, Iowa    |
| Gialmo        | Martin, Nebr.  | Snyder         |
| Gibbons       | Mathias        | Springer       |
| Glenn         | Matthews       | Stafford       |
| Goodell       | May            | Steed          |
| Goodling      | Meador         | Stinson        |
| Grabowski     | Michel         | Stubblefield   |
| Green, Oreg.  | Miller, Calif. | Taft           |
| Griffin       | Mills          | Talcott        |
| Griffiths     | Minshall       | Teague, Calif. |
| Gross         | Monagan        | Teague, Tex.   |
| Gurney        | Moore          | Thomas         |
| Hagen, Calif. | Morris         | Thompson, Tex. |
| Hall          | Morton         | Thomson, Wis.  |
| Halleck       | Mosher         | Tuck           |
| Hansen        | Natcher        | Udall          |
| Harrison      | Nelsen         | Ullman         |
| Harsha        | O'Konski       | Utt            |
| Harvey, Ind.  | Ostertag       | Van Pelt       |
| Hechler       | Patman         | Westland       |
| Hoeven        | Pelly          | White          |
| Horan         | Perkins        | Whitten        |
| Hutchinson    | Pickle         | Williams       |
| Jarman        | Pillion        | Wilson, Ind.   |
| Jensen        | Poage          | Wright         |

#### NAYS—178

|                |                 |                |
|----------------|-----------------|----------------|
| Abbitt         | Hagan, Ga.      | Olson, Minn.   |
| Addabbo        | Haley           | O'Neill        |
| Ashmore        | Halpern         | Osmer          |
| Aspinall       | Hanna           | Patten         |
| Auchincloss    | Harding         | Pepper         |
| Baldwin        | Hardy           | Philbin        |
| Barrett        | Harris          | Pike           |
| Barry          | Hawkins         | Pilcher        |
| Bates          | Hays            | Pirnie         |
| Blatnik        | Henderson       | Price          |
| Boland         | Holifield       | Pucinski       |
| Brown, Calif.  | Horton          | Reid, N.Y.     |
| Burkhalter     | Hosmer          | Reuss          |
| Burton, Calif. | Huddleston      | Rhodes, Pa.    |
| Byrne, Pa.     | Jennings        | Rivers, Alaska |
| Cameron        | Joelson         | Rivers, S.C.   |
| Carey          | Johnson, Calif. | Robison        |
| Celler         | Johnson, Pa.    | Rodino         |
| Clark          | Johnson, Wis.   | Rogers, Colo.  |
| Clausen,       | Jones, Ala.     | Rooney, N.Y.   |
| Don H.         | Karth           | Rooney, Pa.    |
| Clawson, Del   | Kelly           | Roosevelt      |
| Cleveland      | Keogh           | Rosenthal      |
| Cooley         | King, N.Y.      | Rostenkowski   |
| Corman         | Kluczynski      | Roybal         |
| Curtin         | Leggett         | Ryan, N.Y.     |
| Daddario       | Libonati        | St. George     |
| Dague          | Lindsay         | Saylor         |
| Daniels        | Long, La.       | Schenck        |
| Davis, Ga.     | McDade          | Schneebell     |
| Dawson         | McDowell        | Schweiker      |
| Delaney        | McFall          | Secret         |
| Dent           | McIntire        | Selden         |
| Derounian      | McMillan        | Senner         |
| Donohue        | Macdonald       | Sisk           |
| Dorn           | Madden          | Slack          |
| Downing        | Mailliard       | Smith, Va.     |
| Dulski         | Marsh           | Staggers       |
| Edwards        | Martin, Mass.   | Stephens       |
| Elliott        | Matsunaga       | Stratton       |
| Everett        | Milliken        | Sullivan       |
| Farbstein      | Minish          | Taylor         |
| Fino           | Montoya         | Thompson, N.J. |
| Fisher         | Moorhead        | Tollefson      |
| Flood          | Morgan          | Trimble        |
| Fraser         | Morrison        | Tupper         |
| Gallagher      | Morse           | Tuten          |
| Gathings       | Moss            | Van Deerlin    |
| Gilbert        | Multer          | Vanik          |
| Gill           | Murphy, Ill.    | Vinson         |
| Gonzalez       | Murphy, N.Y.    | Wagonner       |
| Grant          | Murray          | Watson         |
| Gray           | O'Brien, N.Y.   | Watts          |
| Green, Pa.     | O'Hara, Ill.    | Weltner        |
| Grover         | O'Hara, Mich.   | Whalley        |
| Gubser         | Olsen, Mont.    | Wharton        |



|            |            |          |
|------------|------------|----------|
| Whitener   | Wilson,    | Wyman    |
| Wickersham | Charles H. | Young    |
| Widgall    | Winstead   | Younger  |
| Willis     | Wydler     | Zablocki |

## NOT VOTING—67

|                |               |               |
|----------------|---------------|---------------|
| Adair          | Garmatz       | Pool          |
| Albert         | Harvey, Mich. | Powell        |
| Alger          | Healey        | Purcell       |
| Ashley         | Hébert        | Rains         |
| Avery          | Herlong       | Randall       |
| Baring         | Hoffman       | Riehlman      |
| Bass           | Holland       | Roberts, Ala. |
| Battin         | Hull          | Rumsfeld      |
| Beckworth      | Ichord        | Ryan, Mich.   |
| Bennett, Mich. | Jones, Mo.    | Schwengel     |
| Boggs          | Karsten       | Scott         |
| Bolling        | Kee           | Sheppard      |
| Buckley        | Kilburn       | Shipley       |
| Curtis         | Landrum       | Shriver       |
| Davis, Tenn.   | Lankford      | Skubitz       |
| Diggs          | Lennon        | Staebler      |
| Dingell        | Lesinski      | Thompson, La. |
| Ellsworth      | Lloyd         | Tall          |
| Evins          | Miller, N.Y.  | Wallhauser    |
| Finnegan       | Nedzi         | Weaver        |
| Forrester      | Nix           | Wilson, Bob   |
| Friedel        | Norblad       |               |
| Fulton, Tenn.  | Passman       |               |

So the motion was agreed to.

The Clerk announced the following pairs:

On this vote:

Mr. Shipley for, with Mr. Hébert against.  
Mr. Garmatz for, with Mr. Toll against.  
Mr. Lankford for, with Mr. Nix against.  
Mr. Scott for, with Mr. Karsten against.  
Mr. Beckworth for, with Mr. Buckley against.

Mr. Friedel for, with Mr. Powell against.  
Mr. Alger for, with Mr. Riehlman against.  
Mr. Adair for, with Mr. Weaver against.  
Mr. Ellsworth for, with Mr. Wallhauser against.

Mr. Schwengel for, with Mrs. Kee against.  
Mr. Shriver for, with Mr. Healey against.  
Mr. Skubitz for, with Mr. Sheppard against.  
Mr. Battin for, with Mr. Finnegan against.  
Mr. Rumsfeld for, with Mr. Ashley against.

Until further notice:

Mr. Albert with Mr. Avery.  
Mr. Hull with Mr. Kilburn.  
Mr. Ichord with Mr. Bennett of Michigan.  
Mr. Evins with Mr. Bob Wilson.  
Mr. Roberts of Alabama with Mr. Norblad.  
Mr. Rains with Mr. Curtis.  
Mr. Thompson of Louisiana with Mr. Harvey of Michigan.  
Mr. Randall with Mr. Dingell.  
Mr. Passman with Mr. Lesinski.  
Mr. Lennon with Mr. Baring.  
Mr. Holland with Mr. Diggs.  
Mr. Pool with Mr. Ryan of Michigan.  
Mr. Boggs with Mr. Bass.  
Mr. Forrester with Mr. Davis of Tennessee.  
Mr. Herlong with Mr. Staebler.  
Mr. Fulton of Tennessee with Mr. Nedzi.  
Mr. Purcell with Mr. Landrum.

Mr. COOLEY changed his vote from "yea" to "nay."

Mr. AYRES changed his vote from "nay" to "yea."

The result of the vote was announced as above recorded.

A motion to reconsider was laid on the table.

## GENERAL LEAVE TO EXTEND

Mr. MAHON. Mr. Speaker, I ask unanimous consent that Members speaking on the conference report and the motion just agreed to be permitted to extend their remarks thereon.

The SPEAKER. Is there objection to the request of the gentleman from Texas?

There was no objection.

## COMMITTEE ON RULES

Mr. ELLIOTT. Mr. Speaker, I ask unanimous consent that the Committee on Rules have until midnight tonight to file certain privileged resolutions.

The SPEAKER. Is there objection to the request of the gentleman from Alabama?

There was no objection.

## TO AMEND THE TARIFF ACT OF 1930, FREE IMPORTATION OF WILD ANIMALS AND WILD BIRDS

Mr. MILLS. Mr. Speaker, I ask unanimous consent to take from the Speaker's desk the bill (H.R. 1839) to amend the Tariff Act of 1930 to provide for the free importation of wild animals and wild birds which are intended for exhibition in the United States, with a Senate amendment thereto, disagree to the Senate amendment, and agree to the conference asked by the Senate.

The SPEAKER. Is there objection to the request of the gentleman from Arkansas?

Mr. MARTIN of Nebraska. Mr. Speaker, I object.

The SPEAKER. Objection is heard.

## GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964

Mr. MURRAY. Mr. Speaker, I call up the conference report on the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, and ask unanimous consent that the statement of the managers on the part of the House be read in lieu of the report.

The Clerk read the title of the bill.

The SPEAKER. Is there objection to the request of the gentleman from Tennessee?

There was no objection.

The Clerk read the statement.

(For conference report and statement, see proceedings of the House of August 3, 1964.)

Mr. MURRAY. Mr. Speaker, I yield 30 minutes to the gentleman from Pennsylvania [Mr. CORBETT], and pending that I yield myself such time as I may require.

Mr. Speaker, H.R. 11049, an act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, passed the House on June 12, 1964, and was amended in the other body.

The committee of conference on the disagreeing votes of the two Houses recommends that the House recede from its disagreement to the amendment of the Senate with an amendment which is a substitute for both the House bill and the Senate amendment.

The conference substitute fully effects the purposes of the House bill. These purposes are first, to comply partially with the mandate, laid down by the Congress in Public Law 87-793, that postal and other Federal career employees shall be paid salaries comparable to salaries paid workers in private enterprise for

comparable levels of responsibility, skill, and performance, and second, to partially remedy the serious inadequacies in the Federal executive, congressional, and judicial salary structure. The conference report is unanimous and is signed by all conferees on the part of the House and on the part of the Senate. I hope the conference report will be approved.

The conference substitute grants postal and other career employees salary increases as provided in the House bill, but corrects an inequity with respect to the salaries of employees in the middle salary grades. It guarantees a minimum 3-percent increase for grades GS-9 through GS-12 of the Classification Act, whereas increases in these grades were as low as 1.6 percent in the House bill. A similar minimum will apply with respect to two salary increases for other categories of employees covered by the bill.

The conference substitute also provides a new salary scale for postmasters in fourth-class post offices granting increases for these postmasters which are more in line with increases for other employees than provided by the House bill. These postmasters will receive increases ranging from 10 percent in the highest group of offices to 15 percent in the lower levels.

The conference substitute extends to all levels of postal field service employees annual step increases through the first seven automatic salary steps, whereas under present law only those postal employees in the lowest six salary levels receive such annual increases. The House bill would have continued the existing automatic step increase provisions—that is, they would have been limited to the first six salary levels.

Other changes made by the conference substitute in the House bill include, first, a requirement for Civil Service Commission approval of any proposed new appointment to a Classification Act position at higher than the initial salary step; second, omission of the exemption from certain limitations of the Classification Act for supergrade positions concerned with research and development in the physical and natural sciences and medicine; third, the fixing of a maximum limitation of 249 hearing examiner positions at grades 16 and 17 which are exempt from the existing aggregate numerical limitation on all supergrade position; and fourth, the inclusion of a provision of the Senate amendment increasing the allowance to former Presidents for staff salaries by \$15,000.

The conference substitute contains the provisions of the House bill for adjustment of salary rates of House officers and employees, and adds the provisions of the Senate amendment providing salary adjustments for Senate officers and employees.

The conference substitute provides a salary for the Assistant Comptroller General of the United States of \$28,500, the same as the salary for executive salary level III in the Senate amendment and the conference substitute. The House bill provided a salary of \$29,000 for such executive level III and for the Assistant Comptroller General.



Similarly, the conference substitute provides salaries of \$27,000—equal to the salary rate for executive level IV for the general counsel of the General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol. The House bill provided salaries of \$28,000 equal to the executive salary level IV of the House bill, for these positions.

The salaries of the Deputy Public Printer, the Deputy Librarian of Congress, and the Assistant Architect of the Capitol are fixed at \$25,500 by the conference substitute, representing a compromise between the House bill figure of \$27,000 and the Senate amendment figure of \$24,500. A related compromise places the salary of the Second Assistant Architect of the Capitol at \$23,500 in the conference substitute, in lieu of the \$26,000 in the House bill and the \$22,500 in the Senate bill.

The conference substitute adopts the five executive salary levels and the salaries for such levels provided in the Senate amendment. The salary for Cabinet officers—executive level I—is \$35,000, or \$2,500 more than provided in the House bill. The salary for executive level II is \$30,000, as in both the House bill and the Senate amendment. The salaries for executive levels III, IV, and V are \$28,500, \$27,000, and \$26,000, respectively, compared to \$29,000, \$28,000, and \$27,000 in the House bill.

The conference substitute makes specific position assignments to all five executive levels, as in the Senate amendment, whereas the House bill made such specific assignments only for the highest three levels and authorized the President to place such positions as he might deem proper in executive levels IV, V, and VI—with level VI of the House bill omitted from the conference substitute. Since the Senate amendment made a number of specific position assignments to executive levels IV and V but did not make such specific assignments for certain other positions which have been recommended for executive levels, and in view of the "open-end" authorization in the House bill for the President to place positions in the executive levels IV and below, the conference substitute contains a compromise between the House bill and the Senate amendment provisions in this respect by authorizing the President to place positions held but not to exceed 60 persons in executive levels IV and V.

The conference substitute also makes certain changes in the assignment of positions to executive levels II, III, and IV, for which differing specific assignments among such levels were made in the House bill and the Senate amendment. These few positions are listed on page 46 of the statement of managers.

The conference substitute adopts the salary rates provided by the Senate amendment for officers and judges of the District of Columbia—which are \$1,000 below the House bill salaries in each case—except that it contains the House bill salaries for the Superintendent and the Deputy Superintendent of Schools, the Fire Chief, and the Chief of Police.

The conference substitute provides a salary of \$40,000 for the Chief Justice of the Supreme Court of the United States and of \$39,500 for the Associate Justices of the Supreme Court. This is \$3,000 less than the salaries provided in the House bill, but \$2,000 more than the salaries provided by the Senate amendment. The salaries of the Director of the Administrative Office of the U.S. Courts, the Deputy Director, and the Commissioners of the Court of Claims are fixed at \$27,000, \$26,000, and \$26,000, respectively—or \$1,000 below the House figures in each case. As in the case of the legislative officers mentioned earlier, these adjusted salary rates are keyed to appropriate executive salary rates in the conference substitute.

The conference substitute does not include title V contained in the House bill, which would have provided for automatic future adjustments of salary rates for Members of Congress and Federal executives and judges in conformity with future increases in Classification Act salary rates.

The conference substitute makes all salary increases provided therein effective on the first day of the first pay period beginning on or after July 1, 1964, except that the salary adjustments for Members of Congress will take effect at noon on January 3, 1965. However, as is necessary and customary where retroactive salary increases are granted, for the purpose of fixing the amount of group life insurance the new salary rates are held to be effective as of date of enactment. Similarly, the retroactive salary increase will be paid generally only to employees on the rolls on the date of enactment, except that it will be paid to anyone who retired during the retroactive period for services actually rendered after the effective date and up to retirement date. The retroactive increase will not be considered basic salary for Retirement Act purposes in the case of such retirees.

The effect of these special limitations with respect to the retroactive part of the salary increases will take place in every instance at a point of time between the effective date of July 1, 1964, as provided by the Senate amendment, and the effective date of the first day of the first pay period beginning on or after date of enactment as provided in the House bill. There can be no question of their propriety in the conference substitute as an adjustment between the provisions of the House bill and of the Senate amendment relating to the time the new salaries shall be effective.

Mr. Speaker, I have summarized all of the differences of any considerable importance between the House bill and the conference substitute. I hope that the conference substitute will be approved.

Mr. CORBETT. Mr. Speaker, I yield 5 minutes to the gentleman from Michigan [Mr. JOHANSEN].

(Mr. JOHANSEN asked and was given permission to revise and extend his remarks.)

Mr. JOHANSEN. Mr. Speaker, I rise to urge defeat of the conference report on H.R. 11049.

At the outset, I remind the House that once this year we had the gumption to defeat the Federal Employees Pay Act of 1964.

On March 12, the House rejected the earlier version of this bill by a substantial 222-to-184 vote. We could do it again today. We ought to do it.

I have just one observation to offer at this juncture. I offer it not only for such consideration as my colleagues are willing to give it here and now, but also for such consideration as the taxpayers of America may wish to give our action today when they go into the voting booths on November 3.

I propose to speak briefly about integration—not the kind of integration that has been the subject of national controversy for the past decade, but integrated inflation.

I respectfully point out that what we are doing today represents one more step in the chain reaction procedure whereby we are tying the Federal salary and employee benefit policies and, indeed, the entire Federal fiscal policy into the total inflationary process in this country.

Wage and salary scales in private industry are tied into the cost-of-living index—largely through the escalation clauses of collective bargaining contracts.

Through adoption of the ill-advised comparability principle, we have tied the Federal wage and salary scales into the private industry wage and salary scale.

Through the Udall amendment, it was proposed to tie in congressional salaries through a scheme of automatic increases with any increases made hereafter in the Federal salary scale. I recognize that this noxious provision has been deleted in conference, but I predict that it will be back.

Furthermore, we ought not to forget that the cost of Federal employee fringe benefits is likewise tied in automatically with the salary and wage increases.

This fact, which receives little, if any, consideration when this House votes further salary and wage increases for Federal employees, has become so significant that it occasioned a timely comment the other day by Mr. Joseph Young, who writes "The Federal Spotlight" column in the Washington Star. Mr. Young pointed out that the cost of Government employee fringe benefits has mounted to 23 percent of total payroll—and that is additional to the Federal payroll.

Mr. Young further pointed out that this 23 percent added cost of fringe benefits amounts to some \$3.5 billion in additional annual costs, over and above the \$15 billion annual Federal payroll.

And Mr. Young further pointed out, quite correctly, that "every time Government salaries are increased, the value of the employees' fringe benefits is raised with a resultant increase in cost to the Government."

If we adopt this conference report today, we are repeating that process.

My point is that the net result of this integrated inflation is a progressive loss of control by the Congress and the American taxpayer over both the damaging processes of inflation and over the



mounting costs of Federal Government.

Let me observe in passing that there is one all-important difference between the economics of mass production in private industry and the economics of burgeoning Federal Government.

In private industry, mass production can reduce unit costs. On the other hand, there is no equivalent or corresponding reduction in unit cost incident to the massive expansion of the bureaucracy.

Last week I voted against the social security amendments on the grounds that it further ties the social security program into the inflationary cycle. An opponent back home said my vote "just doesn't make any sense."

I suppose by the same standards of fiscal irresponsibility accepted by my opponent, "it just doesn't make any sense" to vote against this pay bill.

I submit, Mr. Speaker, that the only thing that does make any sense is a desperation effort to put the brake on fiscal policies which make control of inflation progressively difficult, if not impossible.

We have the opportunity today to take a major step in this direction by rejecting this conference report.

Mr. MURRAY. Mr. Speaker, I yield such time as he may desire to the gentleman from New Jersey [Mr. DANIELS].

(Mr. DANIELS asked and was given permission to revise and extend his remarks.)

Mr. DANIELS. Mr. Speaker, the amendment recommended in the conference report on H.R. 11049 will accomplish a complete overhaul of the salaries in the executive branch. Also it will help bring the salaries of other Federal Government personnel up to date. I would like to reiterate, if I may, a few of the most important aspects of this legislation.

In 1962, Congress made the commitment to our classified and postal Federal employees, numbering approximately 2 million, that their wages would be comparable to those in private enterprise. We did this so that they would not be penalized economically for their decision to serve the Federal Government. The conference report before us today will determine whether Congress intends to abide by this commitment.

Before the comparability principle was introduced, during the period from 1945 to 1960 a haphazard approach to Federal salaries resulted in seven increases which averaged 4.1 percent annual increases for classified employees and 4.9 percent annual increases for postal employees.

The Members of Congress, the high appointive offices in the executive branch, and the Federal judiciary, collectively and individually, have an immense responsibility. The welfare and very survival of every American rests on the soundness of their decisions. In all other areas of American life, those who are held accountable for important and far-reaching decisions are paid salaries commensurate with their responsibilities. It seems only fair that this should also be the case in the Federal Government.

Each member of the board of directors of most major corporations in the United States are paid salaries upward of \$40,000 per year. Yet the members of the board of directors of the Nation's largest business, the Congress, receive \$22,500 per year. A sampling of 1,157 firms showed that the median salary for the highest officer was \$91,000 per year, yet a Federal Cabinet officer who heads a concern larger than most of the firms in that study receives only \$25,000 per year and will receive \$35,000 under this proposal. Even officials of many of the larger States receive more than that.

In these positions of great responsibility, it is fallacious to assume that economy will result from paying salaries less than could be obtained elsewhere. These are positions in which we must have qualified administrators and decisionmakers. Yet many of the qualified people appointed to these jobs find that they simply cannot afford to keep them; consequently, they resign. It is false economy to maintain the compensation of the most important and critical Government offices at such a level that only the rich can afford them. One of the objections raised earlier to this bill was that it is not economical—the biggest economy we can accomplish is to pay salaries commensurate with responsibilities and duties, so that highly qualified people can afford to hold them.

The advantageous effects of this legislation will be great, not only with respect to the highest offices in all three branches of the Government, but in the lower grades and levels as well. The salary structure that we are about to adopt will respond better to the present-day needs of the Government than the system presently in effect, and it will facilitate the recruitment of a high caliber of personnel from top to bottom.

Mr. Speaker, H.R. 11049 received extensive consideration by the Post Office and Civil Service Committees of both the House and the Senate. The few changes made in the House bill by the conferees were, on the whole, quite fair, and resulted in several improvements. This bill is much needed and long overdue. I hope the Members of this great body will join with me in voting for it again today.

Mr. CORBETT. Mr. Speaker, I yield such time as he may desire to the gentleman from Indiana [Mr. BRAY].

(Mr. BRAY asked and was given permission to revise and extend his remarks.)

Mr. BRAY. Mr. Speaker, I must again rise in protest to the passage of this unnecessary and unjustified pay increase for Members of Congress.

I say unnecessary and unjustified for I sincerely believe it is a mistake to approve this legislation at this time, regardless of the merit which some Members may feel the legislation contains.

This legislation means that in the course of the last 10 years the Congress will have increased its salary by 140 percent—from \$12,500 in 1954 to \$30,000 in 1965. We are all thankful that the cost of living has not risen by proportionate

leaps and bounds. Had the expenses of the average American increased to that extent within that period we would be undergoing severe economic problems.

It is for this reason that I believe we should oppose the conference report for this further pay increase. One of our chief objectives should be to direct economic forces so as to avoid inflation. Inflation can destroy the value of the dollar, and is especially damaging to retired persons living on their savings, pensions, and social security payments.

The ultimate effects of runaway inflation would be hard to foretell, but we know it could cause great damage to untold millions of Americans.

The House rejected this pay legislation on March 12, but, at the insistence of President Johnson, it was revived.

As for the necessity of increases to various classes of Federal Government employees, such increases should have been considered on their own, and not all tied together with huge raises for the Congress, the Cabinet, and the courts.

I spoke against this congressional increase and voted against it when it was before the House in March and June, and I repeat my opposition at this time.

Mr. MURRAY. Mr. Speaker, I yield 2 minutes to the gentleman from California [Mr. ROOSEVELT].

Mr. ROOSEVELT. Mr. Speaker, I intend to vote for this conference report but I cannot help but comment that it seems unfortunate that the conferees did not see fit to restore the Supreme Court salary ratio to what it had been as passed in the House bill. The compromise between the House and the Senate, it seems to me, leaves nobody satisfied. I hope that at some future date, and a date not too far distant, the salary positions of the Supreme Court Justices may achieve the parity which I believe they require in our form of government.

The rest of the bill, Mr. Speaker, achieves two fundamental objectives: First, it brings the great body of governmental employees more in line with the pay scales of those in private employment. Second, it makes it more possible for the Executive to attract effective capable private citizens for important public service. The public is well served by this legislation.

Mr. CORBETT. Mr. Speaker, I yield myself such time as I may consume.

Mr. Speaker, this bill, which as I pointed out the other day, has been before us since May of 1963, has been worked, reworked, debated, argued over, discussed by all the newspapers and commentators and eventually now we reached the point where the conferees met on this bill. We had an exceedingly fine meeting with the managers on the part of the Senate. We were able to compromise differences. We were able to come out with language which we believe is just as fair as the boundaries of the two bills would possibly permit.

Having done this, we recognize that in every piece of salary legislation or any reclassification act, there are areas or individuals that have not received an equitable increase or equitable treatment.



These things can only be corrected by later legislation.

It is assumed on the basis of existing law that it is required that Federal employees be kept at comparable salary levels with people in private industry and we will have an opportunity to correct any inequities that may become evident.

It is also true with regard to a number of individuals who are members of commissions and boards and who are in the executive offices that we had no latitude within which to work and consequently we gave that power in the handling of some 60 positions to the Executive.

I believe, therefore, Mr. Speaker, that we now, with the House having voted by a clear majority for the revised bill, with the Senate having voted it by a clear majority, and with the conferees having agreed unanimously that this conference report can be upheld and that it can be voted for. I think that when we have done this, we will have taken a very long and very proper step toward creating the comparability that has become the guiding policy regarding Federal salaries.

Mr. Speaker, I urge that the conference report be voted up favorably. I express the hope that since this is an administration bill strongly backed by the President that it will soon be enacted into law and that our employees will begin to receive the benefits of this very fine piece of legislation.

Mr. GROSS. Mr. Speaker, will the gentleman yield?

Mr. CORBETT. I am happy to yield to the gentleman.

Mr. GROSS. Mr. Speaker, I rise in opposition to the conference report. It is completely beyond my comprehension how the Members of Congress, through another pay bill, can with any conscience, add another half-billion dollars to the huge debt and deficit of this country.

Mr. Speaker, I am opposed to the bill, and to the conference report.

Mr. Speaker, I ask unanimous consent that I may extend my remarks following the remarks of the gentleman from Pennsylvania [Mr. CORBETT].

The SPEAKER pro tempore (Mr. ALBERT). Without objection, it is so ordered.

There was no objection.

Mr. CORBETT. May I ask the gentleman in return, if he opposed the military pay raise bill yesterday which is the second one brought in since October of 1963.

Mr. GROSS. No; I did not oppose the military pay bill yesterday. I did not oppose the bill that was passed a few months ago.

If the gentleman will permit me to make one other observation, the military has lagged behind the civilian payroll for a long time. I am sure the gentleman will agree to that.

Mr. CORBETT. I certainly will agree to that and I will agree further that the gentleman from Iowa has made a very sincere and lengthy opposition to this bill.

For those who agree with him, I believe the gentleman should be complimented on his efforts. I hope he will return the compliments to the committee and to

the majority of the House and Senate, who have worked just as hard and just as sincerely for passage.

Mr. Speaker, I reserve the remainder of my time.

Mr. GROSS. Mr. Speaker, the adoption of this conference report and enactment of this legislation is apparently a foregone conclusion.

That the bill will be signed by President Johnson is also a foregone conclusion. Despite the fact that the same Lyndon Johnson has called on private industry and labor to hold the line on prices and wages, he will now, and with the greatest of ease, sign this legislation giving lavish pay increases of 33 percent and more to members of Congress and others in the executive and judicial branches of Government.

As I have repeatedly stated, this bill will add a minimum of \$540 million to the debt and deficit of the Federal Government and further fuel the fire of inflation that is steadily eroding the value of the dollar.

It is entirely fitting, in view of Lyndon Johnson's high pressure support for this bill, that on tomorrow the House will begin debate on the same Lyndon Johnson's politically inspired war on poverty bill.

The premium in Washington continues to be on extravagance in the operation of the Federal Government and on double talk.

Mr. Speaker, I trust that the Members of the House will stand and be counted on the final vote today on the biggest single pay raise ever approved in the history of this country.

Mr. MURRAY. Mr. Speaker, I yield such time as he may consume to the gentleman from California [Mr. CORMAN].

Mr. CORMAN. Mr. Speaker, I support the conference report, but I share the concern of my colleague the gentleman from California [Mr. ROOSEVELT]. I believe it is a disservice to ourselves to treat the Supreme Court in this manner. We limit their salary increase to slightly more than half of our own, to express the disagreement of some Members with some of their decisions. I sincerely hope that the next Congress will right this wrong.

Mr. MURRAY. Mr. Speaker, I yield 1 minute to the gentleman from New Jersey [Mr. JOELSON].

Mr. JOELSON. Mr. Speaker, I wish to associate myself with the remarks of the gentlemen from California [Mr. ROOSEVELT and Mr. CORMAN]. When we engage in an act of vengeance because we do not agree with certain decisions of the Supreme Court we are setting a very, very dangerous precedent, because in effect we are saying to the members of the Court, "If you do not decide cases the way we believe, we will engage in reprisals against you." I believe this is dangerous and could boomerang. I regret the action that was taken to accomplish that end.

Mr. MURRAY. Mr. Speaker, I yield 5 minutes to the gentleman from Arizona [Mr. UDALL].

Mr. SULLIVAN. Mr. Speaker, will the gentleman yield?

Mr. UDALL. I yield to the gentlewoman from Missouri.

Mrs. SULLIVAN. As chairman of the Subcommittee on the Panama Canal, I should like to ask the gentleman from Arizona a question. I am quite concerned about section 308, the limitation on salaries fixed by administrative action. Can the gentleman tell me whether the Panama Canal Company was inadvertently omitted from the exemption on limitation?

Mr. UDALL. I believe my good friend has probably spotted the reason for the provision to which she takes exception. I talked to the conferees. Apparently, the authority for the Panama Canal Company to fix rates of compensation was not included in the exemptions listed in section 308. There is an exemption for the Central Intelligence Agency, the TVA, and certain other agencies.

Since neither the bill passed by the House nor the bill passed by the Senate had any provision for the Panama Canal Company, there was nothing to compromise, and this oversight could not be corrected even though located and designated.

I say to my friend that there is nothing we can do at this late date. I believe the leaders on both sides of the aisle in our committee feel the Board of Directors of the Panama Canal Company should have this authority. If such legislation is sponsored, I, for one, will support it.

Mrs. SULLIVAN. I hope so. There is nothing we can do in respect to this bill?

Mr. UDALL. We were advised by legal counsel, by the Parliamentarian, that there was nothing to compromise. Neither the House nor the Senate had passed any provision of that kind. There was nothing on which an agreement could be worked out. The authority the gentlewoman desires should be provided. Most members of our committee, I believe, are in agreement. I believe this is a subject for corrective legislation.

Mrs. SULLIVAN. I thank the gentleman for his explanation. I hope it will be done.

Mr. KEOGH. Mr. Speaker, will the gentleman yield?

Mr. UDALL. I yield to the gentleman.

Mr. KEOGH. I wonder if the gentleman would explain to the House for the RECORD how the oversight took place in connection with the treatment of the Executive Director of the Advisory Commission on Intergovernmental Relations, which I understand is a position which has not been accorded the same treatment given comparable positions.

Mr. UDALL. The conferees dealt with literally dozens of these executive positions. I am told by the staff that this was a matter of judgment and was a compromise. I hope we can get a further explanation for the distinguished gentleman. There were a number of agency heads and appointees who were not particularly happy with the way they came out under this bill.

Mr. KEOGH. I thank the gentleman.

Mr. MORRISON. Mr. Speaker, will the gentleman yield?

Mr. UDALL. I yield to the gentleman from Louisiana.



Mr. MORRISON. Mr. Speaker, I make the point of order that a quorum is not present.

The SPEAKER pro tempore (Mr. NATCHER). The Chair will count. [After counting.] One hundred-fifteen Members are present, not a quorum.

Mr. OLSEN of Montana. Mr. Speaker, I move a call of the House.

A call of the House was ordered.

The Clerk called the roll, and the following Members failed to answer to their names:

[Roll No. 202]

|                |              |               |
|----------------|--------------|---------------|
| Alger          | Hébert       | Purcell       |
| Ashley         | Herlong      | Randall       |
| Auchincloss    | Hoffman      | Roberts, Ala. |
| Avery          | Hull         | Rodino        |
| Baring         | Ichord       | Rogers, Colo. |
| Bass           | Jones, Mo.   | Rumsfeld      |
| Battin         | Karsten      | Ryan, Mich.   |
| Beckworth      | Kee          | St Germain    |
| Bennett, Mich. | Kilburn      | Schwengel     |
| Bolling        | Lankford     | Scott         |
| Buckley        | Leggett      | Sheppard      |
| Celler         | Lennon       | Shipley       |
| Curtis         | Lesinski     | Shriver       |
| Davis, Tenn.   | Lloyd        | Skubitz       |
| Diggs          | McCulloch    | Thompson, La. |
| Dingell        | Miller, N.Y. | Toll          |
| Evins          | Moore        | Vinson        |
| Finnegan       | Moss         | Wallhauser    |
| Fulton, Tenn.  | Nedzi        | Watson        |
| Gill           | Norblad      | Weaver        |
| Harvey, Mich.  | Passman      | Widnall       |
| Healey         | Powell       | Wilson, Bob   |

The SPEAKER pro tempore (Mr. NATCHER). On this rollcall 364 Members have answered to their names, a quorum.

By unanimous consent, further proceedings under the call were dispensed with.

[Mr. UDALL addressed the House. His remarks will appear hereafter in the Appendix.]

Mr. MURRAY. Mr. Speaker, I have no further requests for time.

Mr. GROSS. Mr. Speaker, will the gentleman yield me 1 minute?

Mr. CORBETT. Mr. Speaker, I yield 1 minute to the gentleman from Iowa.

Mr. GROSS. Mr. Speaker, I wonder if that Democrat leader to whom the gentleman referred is the same leader of those on the other side of the aisle who has called upon the private business fraternity to hold the line on wages and prices.

Mr. UDALL. If the gentleman will yield, I hope that everyone will be in the mainstream. We can all be in the mainstream and stand together on this.

Mr. GROSS. Does the gentleman mean the Lyndon Johnson mainstream that calls upon private industry to hold the line on wages and prices while supporting a lush salary grab for Members of Congress and others?

Mr. UDALL. I was suggesting the Johnson-Goldwater mainstream on Federal pay.

Mr. GROSS. The gentleman does not need to bring Mr. GOLDWATER into this situation.

Mr. MURRAY. Mr. Speaker, I move the previous question on the conference report.

The previous question was ordered.

The SPEAKER pro tempore (Mr. NATCHER). The question is on the conference report.

Mr. JOHANSEN. Mr. Speaker, on that I demand the yeas and nays.

The yeas and nays were refused.

The question was taken; and the Speaker pro tempore announced that the "ayes" appeared to have it.

Mr. GROSS. Mr. Speaker, I object to the vote on the ground that a quorum is not present and make the point of order that a quorum is not present.

The SPEAKER pro tempore (Mr. NATCHER). The Chair will count. [After counting.] Two hundred and seventy-seven Members are present, a quorum.

So the bill was passed.

A motion to reconsider was laid on the table.

#### SECURITIES ACTS AMENDMENTS OF 1964

Mr. DELANEY. Mr. Speaker, by direction of the Committee on Rules, I call up House Resolution 801, and ask for its immediate consideration.

The Clerk read the resolution, as follows:

*Resolved*, That upon the adoption of this resolution, it shall be in order to move that the House resolve itself into the Committee of the Whole House on the State of the Union for the consideration of the bill (H.R. 6793) to amend the Securities Act of 1933, as amended, and the Securities Exchange Act of 1934, as amended, to extend disclosure requirements to the issuers of additional publicly traded securities, to provide for improved qualification and disciplinary procedures for registered brokers and dealers, and for other purposes. After general debate, which shall be confined to the bill and shall continue not to exceed two hours, to be equally divided and controlled by the chairman and ranking minority member of the Committee on Interstate and Foreign Commerce, the bill shall be read for amendment under the five-minute rule. It shall be in order to consider the substitute amendment recommended by the Committee on Interstate and Foreign Commerce now in the bill, and such substitute for the purpose of amendment shall be considered under the five-minute rule as an original bill. At the conclusion of such consideration the Committee shall rise and report the bill to the House with such amendments as may have been adopted, and any member may demand a separate vote in the House on any of the amendments adopted in the Committee of the Whole to the bill or committee substitute. The previous question shall be considered as ordered on the bill and amendments thereto to final passage without intervening motion except one motion to recommend with or without instructions.

After the passage of H.R. 6793, the Committee on Interstate and Foreign Commerce shall be discharged from the further consideration of the bill, S. 1642; and it shall then be in order in the House to move to strike out all after the enacting clause of said Senate bill and insert in lieu thereof the provisions contained in H.R. 6793 as passed.

The SPEAKER pro tempore. The gentleman from New York [Mr. DELANEY] is recognized for 1 hour.

Mr. DELANEY. Mr. Speaker, I yield 30 minutes to the gentleman from Ohio [Mr. BROWN]; and pending that I yield myself such time as I may consume.

Mr. Speaker, this resolution provides for the consideration of H.R. 6793. This is a bill to amend the Securities Act of 1933 and the Securities Exchange Act of 1934 as amended.

In 1961 the Congress directed the

Securities and Exchange Commission, to make a study of conditions on the various stock exchanges. After a 2-year study they came up with certain recommendations which are incorporated in this proposal.

The purpose is to protect the investing public. There are two main features. One is to extend to investors in certain over-the-counter securities the same protection now afforded to those in listed securities by providing that the issuers of certain securities now traded over the counter shall be subject to the same requirements that now apply to issuers of securities listed on the main exchanges.

The entire bill has for its purpose the protection of those who invest in securities. I know of no opposition to the rule. It is an open rule and provides that it shall be in order, following the passage of this bill, to consider the Senate bill, S. 1642, strike out all after the enacting clause and insert the provisions of the House-passed bill.

Mr. Speaker, I urge the adoption of the rule.

Mr. BROWN of Ohio. Mr. Speaker, I yield myself such time as I may consume.

(Mr. BROWN of Ohio asked and was given permission to revise and extend his remarks.)

Mr. BROWN of Ohio. Mr. Speaker, as the gentleman from New York [Mr. DELANEY] has explained, House Resolution 801 makes in order the consideration of H.R. 6793, a bill from the House Committee on Interstate and Foreign Commerce introduced for the purpose of amending the Securities Act of 1933 and the Securities Exchange Act of 1934, and for other purposes.

The rule provides 2 hours of general debate, following which the amendment adopted by the Committee on Interstate and Foreign Commerce shall be considered as an original bill which will be open for debate and amendment under the 5-minute rule.

As the gentleman from New York [Mr. DELANEY] has explained, the bill would put into effect a number of changes and a number of new recommendations concerning the activities and the work of the Securities and Exchange Commission. It will amend the Securities Act to provide that the issuers of certain securities now traded over the counter shall be subject to the same requirements that now apply to the issuers of securities listed on any stock exchange of record; and also to strengthen the qualifications, standards, and disciplinary controls of those engaged in the over-the-counter market business.

I think this bill is long overdue. It is designed for the purpose of protecting investors who purchase various stocks and bonds, mostly stocks over the counter, in the same way that they are now protected as to other issues purchased that are listed on the regular stock exchanges that are so well known to most of us.

Certain classes of stocks are specifically exempted from these requirements. As a whole the bill would strengthen the regulation of the over-the-counter brokers and dealers, including qualifications, standards and disciplinary controls, by



ified immediately by exempting Canada to offset the Canadian crisis which cost that country \$225 million in 1 day. The Japanese market, which received one of the worst setbacks in its history has not been able to recover from it. One witness who is an expert on business in Japan testified that the threatened tax inhibited Japan's growth during the past year. Prosperity in other countries raises the standard of living as well as prices. Such increases result in more imports from the United States and more competitive prices, and thus are favorable factors in our efforts to eliminate the deficit. There is a very close correlation between private investment abroad and our exports.

This measure imposes rigidities on our capital markets and capital flow that will be of lasting and perhaps irreparable harm. Our foreign trade position can only be weakened by these rigidities. It would be much more desirable and satisfactory to have flexibility in dealing with exports of capital if it is determined that some direct control is needed.

The bill would make it prohibitive to make desirable portfolio changes thus leading to deterioration in the quality of American-owned foreign securities. The very minimum that should be provided is that securities presently owned by Americans could be exchanged or switched for other foreign securities without being subject to the tax. This would have no effect on the balance of payments as far as an outflow of capital is concerned and if the changes resulted in more desirable securities in American portfolios, a favorable result would accrue to the United States. But this proposal was rejected by the Treasury.

This bill represents an attempt to control interest rates and credit through the U.S. Treasury rather than through the Federal Reserve Board, which has been given the responsibility and authority of regulating interest and credit. The Treasury is far more subject to political pressure than is the more independent Federal Reserve.

This bill requires security firms, the very ones that are harmed by it, to shoulder the additional burden of auditing all sales made since July of 1963 as provided for in the retroactive bill. This must be done manually at great cost. The temporary nature of the measure does not seem to justify all of the complications and expenses that would result from its enactment, even if it were successful in stemming the outflow of capital.

Foreigners have expressed concern that if the United States is resigned to measures such as this, bringing our free market to an end, it marks only the beginning of further controls in the future. I am inclined to agree that if we once give up the freedom which we now have in our financial markets, it will never be returned, but that a gradual management from Government administrative agencies will continue to encroach upon the free market.

It has been argued that if we do not pass this measure, foreigners will feel that the United States is not serious about doing away with the balance-of-

payments deficit. I cannot agree with such sentiment. We cannot impress them with temporary stopgap measures. If we are to preserve the confidence in the dollar which is so necessary to avoid call upon our gold, we must show our determination to correct the causes of the payment imbalance.

Even the Secretary of the Treasury was forced to admit that the long-term effect of this unwise legislation will be adverse to our balance-of-payments position. That is precisely why the tax imposed by the bill was described by administration spokesmen as "temporary." In my opinion, any possible short-term benefits will be outweighed by both the short-term and by the longrun harm that the bill will cause.

For all of these reasons, I shall vote against passage of the bill, as I voted against its adoption in the Finance Committee, and hope that it will be defeated by the Senate.

### THIRTIETH ANNIVERSARY OF TELECOMMUNICATIONS REPORTS

Mr. MAGNUSON. Madam President, Telecommunications Reports, which is frequently referred to as the bible of the nonbroadcast communications field, is celebrating its 30th anniversary on August 9.

This weekly news publication, edited since the beginning by Roland C. Davies, was started a few months after the formation of the Federal Communications Commission in 1934.

It now is subscribed to by virtually every organization in the United States with an interest in common carrier communications as well as companies or administrations in every major nation of the world.

On July 30, the FCC wrote to Mr. Davies, congratulating him on his 30 years of service as editor and publisher, and commending him for "reliable and complete coverage of the telecommunications field."

I ask unanimous consent to have the letter from FCC Chairman E. William Henry printed in the RECORD at this point.

There being no objection, the letter was ordered to be printed in the RECORD, as follows:

FEDERAL COMMUNICATIONS COMMISSION,  
Washington, D.C., July 30, 1964.  
Mr. ROLAND C. DAVIES,  
Editor-Publisher, Telecommunications Reports,  
National Press Building, Washington, D.C.

DEAR MR. DAVIES: Telecommunications Reports reaches its 30th anniversary on August 9. This is an event which should not pass without a note of recognition from the Federal Communications Commission for the important contribution made by Telecommunications Reports in the dissemination of news and information relating to the communications common carrier field and other nonbroadcast communications.

In your weekly reporting of significant activities, developments, and issues relating to these fields, you have demonstrated consistent standards of accuracy and completeness. You have chronicled the actions taken by the Federal Communications Commission, State regulatory commissions, other Government agencies, the Congress, and the communications industry.

By such reliable and complete coverage of the telecommunications field, your publication has provided the Commission and its staff with a constant source of current information which has greatly facilitated the performance of our regulatory responsibilities.

As editor and publisher of Telecommunications Reports during its entire lifetime, you deserve to take pride in the contributions you have made to this important field, and the Commission joins with me in extending sincere congratulations. It is with regret that we have heard of your recent illness and we wish to extend our very best wishes for your speedy recovery.

Yours sincerely,

E. WILLIAM HENRY,  
Chairman.

Mr. MAGNUSON. Mr. Davies has been ill recently, and we in this field, as well as the committees of Congress in the communications field, wish him a speedy recovery. We join in the congratulations to him by Chairman Henry of the Federal Communications Commission.

Mr. BENNETT. Madam President, I suggest the absence of a quorum.

The PRESIDING OFFICER. The clerk will call the roll.

The legislative clerk proceeded to call the roll.

Mr. JOHNSTON. Madam President, I ask unanimous consent that the order for the quorum call be rescinded.

The PRESIDING OFFICER. Without objection, it is so ordered.

### GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964—CONFERENCE REPORT

Mr. JOHNSTON. Madam President, I submit a report of the committee of conference on the disagreeing votes of the two Houses on the amendment of the Senate to the bill (H.R. 11049) to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes. I ask unanimous consent for the present consideration of the report.

The PRESIDING OFFICER. The report will be read for the information of the Senate.

The legislative clerk read the report.

(For conference report, see House proceedings of August 3, 1964, pp. 17267-17279, CONGRESSIONAL RECORD.)

The PRESIDING OFFICER. Is there objection to the present consideration of the report?

There being no objection, the Senate proceeded to consider the report.

Mr. JOHNSTON. Madam President, I announce that the conference report was signed by all the conferees. I commend the conferees on the part of the Senate. This was the most friendly conference that I have ever attended. We had no trouble reaching a conclusion in connection with the conference report.

I can safely say that the House yielded to the Senate in about 75 percent of the cases. That is true all the way through the conference report.

Madam President, I am very pleased to report that the conferees readily reached agreement on a compromise bill not substantially different from the Senate ver-



sion. On many points at issue, the Senate positions were accepted by the conferees as representing either more recent recommendations from the Bureau of the Budget or a general consolidation of thinking arising out of the debate on the floor of the Senate when the bill was passed. On other points, reasonable compromises between Senate and House versions were reached without major disagreement.

The salary amounts set for executive positions by the Senate bill were sustained in conference, as was the establishment of five levels of executive compensation with positions listed for each level.

The compensation schedule for employees under the Classification Act as it appeared in the Senate version, with increases up to 3 percent for the four middle-management grades, was agreed upon.

A compromise figure in the salaries prescribed for Supreme Court Justices was reached.

The Senate schedule of compensation for postmasters of fourth-class post offices was adopted and the conferees approved the Senate provision which extends to all levels of the postal field service schedule annual step increases up to step 7.

With regard to the maximum salary figure for employees of the Congress, the sense of the Senate as expressed in the debate on this measure was to the effect that each body should establish its own top figure. The conferees agreed to this, so that in the compromise bill separate figures establish these congressional maximums.

Salary scales for certain officers of the legislative branch differed slightly in the original Senate and House versions. A compromise approximately splitting the difference was agreed to in the conference substitute bill.

The Senate decision to strike the Udall amendment, which provided that congressional pay increases would automatically go into effect in percentage amounts related to pay increases for the executive branch, was sustained.

The conferees accepted the amendment of the Senate which struck out the Udall amendment.

The Senate amendment making available additional funds to provide pay increases for the staffs of former Presidents was also approved in the conference bill.

The position level and corresponding salary for some 14 executive positions differed somewhat in the House and Senate versions. The relative importance of each of these positions was carefully considered in conference and reasonable compromises were agreed to.

Since the enactment of the bill in the Senate, the Post Office and Civil Service Committee has received a number of recommendations for alterations and additions in the placement of certain executive positions in the executive salary schedule. It was my view that these changes, some of them proposed by Members of the Senate, should be considered in conference and agreed upon. Since assuring some of my colleagues that such

would be the case, I had been told that if these changes were considered and agreed to in conference, they would be subject in the House of Representatives to a point of order, thus providing a means by which final approval of this important measure would have been delayed.

Aware of this fact at the final conference meeting, the conferees agreed not to subject the compromise bill to such a delay. In order to permit any needed changes in the executive salary schedule, the conferees agreed to insert language authorizing the President to place an additional 30 persons, for a total of 60, in levels IV and V of the executive salary schedules.

In my view and I believe in the view of all six conferees, the conference bill is a good bill which goes a long way toward meeting the urgent salary needs of the Federal Government.

Madam President, I move that the Senate agree to the conference report.

Madam President, the distinguished senior Senator from Kansas [Mr. CARLSON] called me and said that he expected to be in the Chamber in a few minutes, but that if he were not present, not to hold up action on the conference report, and that he would submit a statement fully approving the report.

Mr. YARBOROUGH. Madam President, will the Senator yield?

Mr. JOHNSTON. I yield to the Senator from Texas.

Mr. YARBOROUGH. I compliment the distinguished senior Senator from South Carolina for his able chairmanship of the Committee on Post Office and Civil Service and for the able manner in which he steered the bill through the committee and the Senate. Likewise, I compliment him for his service as chairman of the Senate conferees in the joint conference between the Senate and the House. I also congratulate the conferees of both the Senate and the House upon the agreement they have reached. In its present form, the bill resolves the issues between the Senate and the House in the most appropriate way that could be done.

Within a matter of hours the Federal employees pay bill of 1964 will be enacted. I regret that it has taken so long to reach the end of the road with respect to this important measure. Our dedicated postal workers and Federal employees had every right to expect its enactment long ago. Nonetheless, they have been most patient and understanding of the problems that had to be overcome before the measure could be finally enacted into law. I appreciate their patience and understanding.

First, I congratulate the conferees on the part of both the Senate and House on the agreement reached. The measure in its present form resolves the issues involved in a most appropriate manner. The bill, when finally enacted, will remove many existing inequities and provide a more nearly adequate basis of computation for the men and women who faithfully perform their assigned duties.

There is one note of particular interest in the measure. There are some who

would downgrade the power of the press. I am not one of those who do this. Many months ago one of Washington's most outstanding reporters dealing primarily with Federal employee matters pointed out how \$10 million could be saved annually without imposing an inequity on any employee. The writer to whom I refer is John Cramer, a likeable and very effective reporter for the Washington Daily News.

In a column addressed to the President of the United States, Mr. Cramer suggested that in writing the pay bill, Congress should amend the current law so as to provide for the computation of rates of pay in full cents by rounding off the fractions to the nearest penny. This seemingly simple idea had not been previously proposed. According to the computations by the General Accounting Office and the Bureau of the Budget, the adoption of this proposal will result in a saving to the taxpayers of \$10 million annually. I am happy to say that this proposal is embodied in the pay measure. I congratulate Mr. Cramer for bringing this proposal to the attention of Congress, and I commend Congress for adopting it.

Mr. JOHNSTON. Madam President, I thank the distinguished Senator from Texas for his remarks concerning me. I thank every member of the Senate Committee on Post Office and Civil Service for their hard work during the hearings and for the help they have given throughout the proceedings on this bill. I have never seen a group of Democrats and Republicans work together better than we have worked on this bill.

I yield the floor.

Mr. ALLOTT. Madam President, a parliamentary inquiry.

The PRESIDING OFFICER. The Senator from Colorado will state it.

Mr. ALLOTT. Is it in order at this time to move to reject the conference report; and would such a motion take precedence over the motion that is before the Senate?

The PRESIDING OFFICER. The question is on agreeing to the conference report. A majority vote is required to adopt the conference report.

Mr. ALLOTT. Do I correctly understand that a motion to reject the conference report is in order?

The PRESIDING OFFICER. A vote against the motion to agree to the conference report would serve the same purpose.

Mr. ALLOTT. Madam President, I wish to address myself to this subject for a few minutes. I hope Senators will bear with me. I do not intend to speak at great length, but I believe a few things ought to be said about the conference report.

I am sure the conference was friendly, because one of the most significant things that the Senate did with respect to the pay bill was not attended to assiduously by the conferees. That was the item concerning salaries of the members of the Supreme Court.

When the bill came from the Senate Committee on Post Office and Civil Service, it provided for a salary of \$43,000 for Justices of the Supreme Court and



a salary of \$43,500 for the Chief Justice of the United States. By an amendment that was offered by the senior Senator from Colorado and agreed to by a vote of 46 to 40, those amounts were reduced to \$38,000 and \$38,500, respectively. From the temper of the Senate that night and the remarks that took place at the time, I feel certain that an amendment not to increase the salaries of the Chief Justice and Associate Justices at all would have carried, and carried to the same extent.

Since the time I offered that amendment, I have read a number of editorials and articles attributing all sorts of motives and reasons for that action. I suppose that is what a person in public life should expect.

We are all free to agree or disagree with the decisions of the Supreme Court. That has nothing to do with the situation. Fifty percent of the litigants in every lawsuit are disappointed and will continue to be disappointed. I was careful at that time, and I am careful now, not to base anything I say on any of the decisions, wise or poor, divided or unanimous, that the Supreme Court has rendered in the past few years.

I said that night, and I say now, that there is no justification for a \$10,000 differential between the salaries of the members of the Supreme Court and Members of Congress.

Members of the Supreme Court do not have to maintain two homes, sometimes three. They do not have to travel back to their constituencies 10, 12, or even 20 times a year. They do not have constituents to entertain in Washington. They are not burdened with a hundred other expenses that Members of the Senate and House must bear constantly.

Members of the Supreme Court do not stand for election every 2 years, as in the case of Members of the House, or every 6 years, as in the case of Members of the Senate. When one decides to stand for election to the Senate, he must burn all his bridges behind him, including his career. The voters of his State may, in their own wise discretion, terminate the relationship and chop it off in 1 short day. Then the defeated candidate must start his career all over again.

Furthermore, when a Supreme Court Justice goes on the bench, he may remain on the bench during good behavior. He may retire at full salary and receive his full salary for the remainder of his life.

Members of Congress contribute 7.5 percent of their salary toward their retirement, which is more than many members of other branches of the Government do. Our retirement is built up gradually over a long period of years, to make it significant.

A member of the Supreme Court can get this same benefit for his widow for 3½ percent if he wishes to do so, but in order to get his own retirement, he does not have to put up 1 cent and he retires at full salary.

There are other factors involved.

One Senator, and he is in the Chamber at the present moment, recently wrote a book in which he called this body the sapless branch.

Madam President, I do not regard myself as a sapless person, and I do not intend to associate myself with any actions which would indicate that I was.

The individual members of the Supreme Court do not bear any responsibility such as that which is borne by a Senator. There is no greater integrity required in the Supreme Court than is required in the Senate—even though some Senators seem to love the picture of flagellating themselves before the public week after week and month after month. I shall not do so. I will not hold with anyone who does.

There is another aspect of this issue, and that is the amount of work that is actually done.

The Supreme Court has not been out of session for 2 or 3 weeks I believe it is—perhaps it is 4 weeks. They return in October. If the Senate is able to conclude its work this summer, some time in August, each Member of the Senate knows what he will do. He will go home and he will work even harder during those 3 or 4 months—if that is possible—than he has worked so far this year. If a Senator is fortunate enough, he may be able to squeeze a couple of weeks' vacation out of it. That is about all he will get.

So, based on the amount of work required, based upon the degree of integrity required, and based upon the ability required, there is no basis for any differentiation in salary between the Supreme Court and Members of Congress. Let us make that plain.

I do not believe that it requires a greater degree of ability to sit on the bench, a greater degree of integrity, on a greater amount of work, than it takes to be a Member of the Senate—if a Member of the Senate is doing his work.

I am very much disappointed that the chairman of the committee did not sit down hard and say, "We will not recede on this point," because we had a vote in the Senate. I believe that the chairman realized, as everyone else does, that if those figures had been set lower, out of an attitude of spite, they would have stuck in the Senate that evening.

Madam President, I am sure no point will be particularly served in my trying to do anything against the conference report other than what I have done; but

I invite the attention of the Senate once more to the factors which precipitated the offering of my original amendment.

I believe that the importance and wisdom of these factors are present in the Chamber today, just as much as they were the night the Senate voted on my amendment.

I hope that the Senate is through with its self-flagellation. I hope, for once, that it will again stand up—as it did by its vote that night—and say to the whole world, "We believe the Senate to be a coequal body, not only with the executive branch, but also with the Supreme Court, which sits across the street from us."

It is no valid argument to say, "They have always received more money than we have."

It is never too late to correct inequities or injustices.

It would be my hope that when Senators come up to this issue again, they will somehow be able—either in this way or in another way—to show the other coequal branches of the Government that the Senate is in fact an equal branch of the Government, that we regard ourselves as equal, that we believe in our own integrity, that we believe in our own abilities, and that we yield nothing in these respects to the other branches of the Government.

So, Madam President, on this particular matter, I shall vote against the conference report, regardless of what other Senators may do, because it is the only way I can express my feelings about the concession which has been made on this pay raise bill.

Mr. MONRONEY. Madam President, I deeply regret that the efforts made by the committee to bring this bill to the floor of the Senate today are not satisfactory to my very dear friend, the Senator from Colorado, whom I regard with great affection.

In my opinion, the committee did the best it could in a matter on which it knew there was strong feeling on the part of the Senate.

The chairman of the Senate committee voted enthusiastically, I might say, for the amendment of the distinguished Senator from Colorado [Mr. ALLOTT]. We endeavored to maintain the Senator's position. The Senator is well aware, however, that these things are always a matter of give and take. It is necessary to compromise.

If the Senator would look at the figures, they are not quite as he quoted them.

The bill came to the Senate reported by the Senate committee at \$43,000, not \$43,500 as the Senator from Colorado has stated.



Mr. ALLOTT. Madam President, will the Senator from Oklahoma yield for a question?

Mr. MONRONEY. I yield.

Mr. ALLOTT. Is not the figure \$43,500 for the Chief Justice?

Mr. MONRONEY. Forty-three thousand dollars.

Mr. ALLOTT. For the Chief Justice.

Mr. MONRONEY. Forty-two thousand five hundred dollars for the Associate Justices of the Supreme Court according to the figures we have from the committee. This was compromised by a reduction, let me say to the Senator from Colorado, of \$3,000 below the House figure. It came up to a figure of \$40,000. The existing salary is \$35,500. This was a reduction of \$3,000 from the House figure and reduced the increase to a far smaller amount than that given to almost any part of the legislative or executive branches of Government.

Four thousand five hundred dollars for the justices of the Supreme Court, and a similar figure of \$4,500 for the Chief Justice.

If the figure had been cut much lower, we would run into a compression within the salary scale where we would be paying judges of the circuit courts, judges of the Court of Claims, judges of the court of appeals, and judges of the Court of Military Appeals, \$33,000. This would have approached too narrow a range for judges sitting on the highest court in the land.

Certainly, I am sure the Senator from Colorado knows that the Supreme Court's degree of popularity is never the same; that it always goes up and down.

We are not legislating in this pay raise bill because we approve of the decisions of the Supreme Court currently under discussion. Let me say that I do not agree with many things the Supreme Court does, and I am sure the Senator from Colorado feels the same way.

But we are dealing with the highest court in the land. We are dealing with the highest Court in the greatest Nation in the world, on the judgment of nine men upon whom depends the final interpretation of our Constitution.

I disagreed with President Roosevelt in his Court-packing plan. I would disagree with a plan which arbitrarily reduced the salaries of the Supreme Court—and I know of course that this is not the intention of the Senator from Colorado—because their decisions were not necessarily satisfactory to me, or to him. I would not do that. Neither would the Senator from Colorado.

Certainly, many people across the Nation have the feeling that this is the reason their salaries were cut, because the raise in salary to Supreme Court Justices was so much less than that given to all other members of the executive branch, and to all other Members of Congress.

Even now, let me say that while Senators and Members of the House of Representatives are going to enjoy a \$7,500 increase, the members of the Court will be enjoying only a \$4,500 increase. So that the ratio between the two salaries, which has been historically different, is narrowing.

Certainly I feel that we did the best we could. The matter is always open to compromise. It has been for a long period of time. I feel that the pay bill should pass. I feel that it represents the very best possible effort to reach a solution in which the House could concur and which the Members of the Senate, after not being able to prevail with the rate fixed by the Senate, felt would be acceptable to the Senate and to the House of Representatives.

Mr. LAUSCHE. Madam President, at the very beginning I subscribe to the words spoken by the Senator from Colorado [Mr. ALLOTT].

In my public service, I have been a judge, a mayor, a Governor, and Senator. The simplest job that I had was that of a judge. I did not have to worry about bringing witnesses to court. I did not have to worry about searching the law. I knew that the lawyers would bring the evidence. I knew that they would bring the witnesses. I knew that they would supply me with briefs on the questions of law that were involved in the case before me. All that I had to possess was the pretense of intelligence.

In my assignments as mayor, Governor, and Senator, I have been burdened with labor and worry far in excess of anything that I ever experienced as a judge. In the capacity which I now occupy, I have to make decisions that deal with the economy of every family in the Nation. I have to make decisions that deal with the security of the country.

I am now subject to libel and slander. When I was a judge, all that I said came from the cathedral on high. No one challenged me. As a judge in my State, I had to contribute a part of my salary to a retirement fund. As a Senator, I have to contribute 7.5 percent of my salary to a retirement fund. The Federal judges do not have to contribute a single cent to the retirement fund. They can go on the inactive list, I believe, at the end of 10 years of service at the age of 60, and 15 years of service at the age of 55. They contribute not a single penny to the fund. For the rest of their lives, if they go on the inactive service list under the present law, the district court judges receive \$22,500 a year. The circuit court judges, I believe, receive \$30,000 a year. I do not know what the Supreme Court judges receive, but it is in excess of what is received by a district or circuit court judge.

The Senator from Colorado [Mr. ALLOTT] has stated that the position of the Senate with respect to heaviness of

responsibility is equal to that of the courts. I say that it exceeds it by far. Those judges do not have to run. They do not have to spend money to keep their positions in an election. They have a lifetime position.

Based upon my experience as a judge, with full recognition of the dignity of the position, I say that we have debased the significance of the position of a legislator and the significance of the position of an executive officer in favor of men who in the main have nothing but a facade. There are other Members of this body who became judges. I make the confession that I never realized how my intelligence grew from the day that I was a lawyer to the next day when I was a judge. The moment I was called judge, I became a man who was infallible. But I was the same FRANK LAUSCHE, beset with the same weaknesses. So much for the judges and no more.

I believe that one of the travesties and one of the reasons for Congress today wanting to pass a special interest equalization law to fortify the weaknesses of our gold reserves and our balance of payments is the inordinate expenditure of public moneys.

I am now asked to vote for the bill. I opposed it when it came before the Senate several weeks ago. I did not feel that the Senators should be entitled to an increase of \$10,000 from 1955, or an increase in salary of from \$12,500 to \$22,500 a year. Now another increase is proposed, an increase of \$7,500, a raise in salary from \$22,500 to \$30,000 a year.

When I voted against this increase of pay for myself, I made the statement, "How will I ever be able to deny any inordinate petitions for grants of taxpayers' money?" When I made that statement, I believed it. I wanted to keep myself in the position where I could say to petitioners, "I will not give to you that which I would not give to myself." I hold in my hand a letter which came from Zanesville, Ohio. I shall not identify the writer of the letter, because I do not have his consent to do so. He has written urging that I support a measure which would give to every World War I veteran a pension of \$100 a month. If I should follow his advice, as a World War I veteran I would be given \$100 a month. I am not entitled to it. I do not need it. But the bill which is pending before the Congress provides that every veteran of that war shall receive \$100 a month. The citizen in Zanesville, Ohio, to whom I referred, has written:

We ask you, Mr. Senator, do you really think this is fair and just for the forgotten soldier of 1917?

I was one of them.

Yes, the man enlisted in 1917 and received the \$1 per day to fight and, if necessary, to die for the cause that he thought right. I cannot help chuckling,



because I remember with what avidity I went to the cashier's window to get my 30 brandnew dollars.

The writer said:

I ask you, Mr. Senator, can you face the forgotten soldier, who is asking for a pension of \$100 per month for the twilight years of his life, which are not too many, as many are 68 to 75 years old, while you are asking for an increase of \$7,500 a year to make \$30,000 a year for you to stay in Washington, D.C.?

That citizen from Zanesville did not know that I had voted against the measure. But his argument is sound. The justice of his claim cannot be denied when he writes, in effect, "If you give yourself a 140-percent increase between 1955 and 1964, how can you deny me as a veteran a pension of \$100 a month?"

I can answer the letter. I shall do so gently. The writer obviously does not know that I voted against the bill. He obviously does not know that I said I would not take this increase in salary because I did not believe I was entitled to it. That was my position on the night that the bill was passed, and that is my position today.

I wish to deal with another phase of the question. The administration is asking us today to pass an interest equalization tax bill so that the American dollar will not flow out of the United States into foreign countries. In effect, the bill states, "We are in distress. Our gold reserves are practically gone. If our short-term foreign creditors make demand for payment of our debts in gold, we cannot meet the obligation."

I can understand why that plea is being made. What is sought to be done is probably better than nothing. I would not be telling the truth unless I said that the remedy which is before us is the weak and the easy way out. No political danger of any kind whatsoever is involved. There are means of putting ourselves into a position in which the gold reserve problem would be remedied. It might require a bit of courage. We might be required to ask the public to indulge in a bit of economic austerity. But those requests of self-denial would be far less in weight and sacrifice than what might come within the next half decade unless we do something about it.

What can we do about it? We could balance the budget, but hardly anyone fights to balance the budget.

We are building into our governmental expenditures operations that will be with us until the sun dies. We are doing everything we can to give opiates to the economy. We are "beefing it up" through the following program:

First. We are reducing taxes because it will stimulate the national product.

Second. We have granted credits for capital investments because that will induce capital to invest.

Third. We have liberalized the depreciation laws, which will stimulate the economy.

Fourth. We have started to develop a public works program of the character of 1933, in the form of supplemental public works.

Fifth. We have been asked to adopt a program for the relief of people in the hills of Appalachia. That request has already brought about a request from Arkansas that we provide a similarly basic principle of aid for Arkansas and one for Minnesota. We have been asked to adopt a program to fight "poverty." That is a most appealing term, and one that is hard to argue against.

We have been asked to maintain low interest rates, subsidize local governmental mass transportation systems, expand area redevelopment and the community facilities program.

The measure before the Senate deals with the budget. It deals with placing ourselves in a competitive position with the manufacturers and the vendors of the world who are competing with us.

The President recommended that salary increases be limited to the increased productivity of labor. He asked labor leaders not to demand increased wages that would be in excess of the productivity of the workers. That formula provided that the wage increase ought not to be in excess of increased productivity, and in no event, in excess of 3.2 percent of the worker's salary.

Those were beautiful words. The Nation applauded them. But what has been the execution of those words? We have granted salaries far in excess of what the President's recommendation was. Labor leaders everywhere are demanding wages in excess of what productivity justifies. While all this is happening, our position in world markets and the world economy is growing worse. It will continue to grow worse because we are weakening our position to sell competitively goods in the world markets.

I cannot approve of this measure because it is wrong.

When the bill was originally passed, I, on this Senate floor, publicly announced that I would not accept the increase. I wrote a letter to the Commissioner of Internal Revenue asking him whether I will have to pay a tax on the \$30,000 salary even though I will want only \$22,500. I am awaiting his reply.

In conclusion, President Kennedy, the man who gave his life for our country said, "Do not ask what your country can do for you, but, rather, ask what you can do for your country."

The Congress of the United States, which is made up of 435 Members, says to the country, "Give each Member as much as he can get. Let him have what the traffic will bear."

How can a Member of Congress say to the soldier from Zanesville, "I will not vote for an increase for you, even though I believe you are entitled to it," when he is, extravagantly, sumptuously, and inconsiderately draining the Treasury and asking for himself everything that the country can give and thinking nothing of what he can give to his country?

Mr. MILLER. Madam President, will the Senator yield?

Mr. LAUSCHE. I yield.

Mr. MILLER. The distinguished Senator is speaking his conscience, reflecting perhaps an attitude with respect to

the Senate as a whole. In my nearly 4 years as a Member of the Senate it has been my personal observation that the extravagant and deficit spending to which this body has contributed has not been due to the votes of the Senator from Ohio. If anyone were entitled to a salary increase because of his vigilance in trying to keep trust with the people and the people's hard-earned money, I am sure the Senator from Ohio would be included in that group of Senators, which, unfortunately, is in the minority.

Mr. LAUSCHE. I appreciate very much what the Senator from Iowa has said.

In my experience as mayor and Governor, I learned that those who are in the administration of government will guide themselves by the conduct of the mayor or the conduct of the Governor. If the Governor is crooked, if the mayor is crooked, all under them will become crooked. That crookedness cannot be stopped from percolating down into the lowest ranks.

With respect to the U.S. Congress, if it is extravagant, if it has no regard for balanced budgets and policies of fiscal and monetary soundness, the philosophy trickles down through the entire citizenship, leading to destruction.

Mr. MILLER. The same thing may be said also with respect to the Chief Executive of the country.

Mr. CARLSON. Madam President, there are many problems in trying to write a pay bill that affects the three branches of the Federal Government and all those associated with it. As a member of the committee of conference that signed the conference report, I feel that we have brought to the Senate a very excellent report, considering the great magnitude of these problems.

I give one warning, and that is that when we pass the bill the cost of running the Post Office Department will be increased by several hundred million dollars. A deficit will probably begin to assume larger proportions. I think it will be incumbent on this Congress, as we begin to approach 1970, with 90 billion pieces of mail, and 1980, with probably 125 billion pieces of mail, to begin a study of modernization of the great postal system of ours, or it will be incumbent upon Congress to handle problems that will cause real difficulties.

The present bill adds approximately \$229 million to the postal deficit. The Postmaster General presently estimates the deficit to be \$77 million. Thus the total deficit will exceed \$300 million. When the deficit rises to this degree, considerations obviously turn to rate increases to make up the difference.

When the pay-rate bill was passed in 1962, the Committee on Post Office and Civil Service of the Senate made this statement in the report which accompanied the bill, H.R. 7927:

The committee unanimously agrees that, before another adjustment in postal rates takes place, the Congress should develop, through its appropriate committees, more exact data on mail classification, postal costs, and processes having to do with greater use of machines and mail handling.



The need for a refined cost ascertainment system is well recognized. Even the Post Office Department admits that its present cost ascertainment system has many deficiencies. Such a study of cost ascertainment should take place at the earliest possible time in the 89th Congress.

On the subject of mechanization and modernization, a comparable study should take place. In response to a question regarding the major mechanization program, information was recently furnished by the Post Office Department to the Senate Subcommittee on Treasury-Post Office Appropriations which indicated that over an 8-year period, from 1957 to 1964, \$125,098,000 had been appropriated for major mechanization but only \$87,669,000 had been spent for that program. The difference of \$37½ million was spent by the Post Office Department for purposes other than that for which it was appropriated by the Congress. Thus, apparently, this is a program which does not lack funds so much as it lacks direction and planning.

The type of study envisioned in the report of the Committee on Post Office and Civil Service in 1962 is essential to provide that degree of direction and planning necessary to place the Post Office Department in a position to efficiently handle a mail volume grown to staggering proportions.

I ask unanimous consent to have included in the RECORD as a part of my remarks an excerpt from the cost ascertainment report, 1963, an excerpt from a survey of postal rates, 1964, and certain information from the Treasury and Post Office appropriation bill for 1965.

There being no objection, the excerpts were ordered to be printed in the RECORD, as follows:

EXCERPT FROM COST ASCERTAINMENT REPORT  
1963

The system, a statistical-accounting process, does not take into account factors, other than cost, which are generally to be considered in adjustment of postal rates and fees under the policies established by law in title 39, United States Code, section 2301-06, as amended. For example, the system does not attempt to evaluate such service differences as (1) the value of priority or deferment given to any one class of mail or service, (2) relative values of the various services to the public, and (3) the relative intrinsic values of the items handled. Such factors are not properly within the scope of a cost accounting system.

EXCERPT FROM SURVEY OF POSTAL RATES 1964

The Department's time-tested cost ascertainment system apportions to each class of mail a fair share of operating costs based on sample observations of actual use of manpower, transportation space, facilities, and equipment. In addition, each mail service is assigned a pro rata share of overhead costs, roughly in proportion to the more direct costs that the services engender. Thus, these cost allocations reflect measurements based on physical characteristics such as weight, size, length of haul, or number of sortings.

But the system does not purport to measure the intangibles which make first class, for example, a far more valuable service than third class.

Major mechanization

(In thousands)

| Fiscal year | Program <sup>1</sup> | Obligations           |
|-------------|----------------------|-----------------------|
| 1964.....   | \$12,658             | <sup>2</sup> \$11,134 |
| 1963.....   | <sup>3</sup> 4,500   | 224                   |
| 1962.....   | <sup>4</sup> 10,000  | 5,354                 |
| 1961.....   | 38,147               | 10,567                |
| 1960.....   | 25,536               | 32,583                |
| 1959.....   | 20,415               | 18,796                |
| 1958.....   | 12,589               | 7,603                 |
| 1957.....   | 1,253                | 1,408                 |
| Total.....  | 125,098              | 87,669                |

<sup>1</sup> Program is the amount allocated to the activity at the time the appropriation act is passed. It may be a different amount from that originally requested in the estimate to the Congress, because the appropriation is less than the amount requested or because of changed demands of the various programs. It is the amount shown in the middle column of tables in the following year's budget submission.

<sup>2</sup> Estimated.

<sup>3</sup> The original request to Congress was \$27,000, which was reprogrammed as follows:

|                                                                      | Thousands |
|----------------------------------------------------------------------|-----------|
| Original request.....                                                | \$27,000  |
| Less:                                                                |           |
| Reduction in total appropriation by Congress from total request..... | \$2,000   |
| Transfers to other appropriations to cover pay increases.....        | 17,373    |
| Other appropriation transfers.....                                   | 3,127     |
|                                                                      | 22,500    |
| Revised program.....                                                 | 4,500     |

<sup>4</sup> The original request to Congress was \$34,753, which was reprogrammed as follows:

|                                                                      | Thousands |
|----------------------------------------------------------------------|-----------|
| Original request.....                                                | \$34,753  |
| Less:                                                                |           |
| Reduction in total appropriation by Congress from total request..... | \$12,000  |
| Transfers to other appropriations.....                               | 5,000     |
| Reprogrammed to—                                                     |           |
| Federal buildings improvement.....                                   | 7,121     |
| Vehicles and other equipment.....                                    | 632       |
|                                                                      | 24,753    |
| Revised program.....                                                 | 10,000    |

The PRESIDING OFFICER. The question is on agreeing to the conference report.

Mr. LAUSCHE. Madam President, I will not ask for a yea-and-nay vote. I have made my position clear on this matter. The Senate spoke on it several weeks ago. I know my words will not change what has been done.

Mr. THURMOND. Madam President, I want the RECORD to show that I am against the adoption of the conference report on the pay-increase bill.

Mr. COOPER. Mr. President, I shall vote "No" on the question of agreeing to the conference report on the pay-raise bill. I voted "Nay" on the rollcall vote on the bill when it was passed by the Senate; and my reasoning remains the same: It is that I cannot justify voting for this bill—which eventually will cost nearly \$1 billion a year—at a time when over 4 million people have no jobs at all, and their families have no regular income, and when our budget has been unbalanced for 4 straight years, and will show a large deficit this year and next. I sup-

port the position so ably stated by the senior Senator from Ohio [Mr. LAUSCHE].

The PRESIDING OFFICER. The question is on agreeing to the conference report.

The report was agreed to.

Mr. JOHNSON. Madam President, I move to reconsider the vote by which the conference report was agreed to.

Mr. McNAMARA. Madam President, I move to lay that motion on the table.

The motion to lay on the table was agreed to.

PROJECTS APPROVED BY COMMITTEE ON PUBLIC WORKS

Mr. McNAMARA. Madam President, in order that the Members of the Senate and the House, particularly the Appropriations Committees, and other interested parties, may be advised of projects approved by the Committee on Public Works, under the provisions of the Public Buildings Act of 1959, and the Watershed Protection and Flood Prevention Act, I ask unanimous consent to have printed in the CONGRESSIONAL RECORD, information on this subject.

The first is a revised prospectus for the proposed construction of 87 small public building projects; 74 prospectuses for new buildings and acquisition of land, and 8 for extension and/or conversion of existing buildings; and 41 prospectuses for the repair, improvement, and alterations in existing buildings, approved April 4, 1963.

Approval of these buildings is based on prospectuses submitted to the committee by the Administrator of General Services, in compliance with the provisions of Public Law 249, 86th Congress. The committee also held a public hearing at which representatives of GSA appeared, and discussed the public building program, its operation, and the need for the recommended new buildings and alterations to existing buildings.

In addition, the committee approved 1 project for proposed new construction on May 13, 1963; 2 projects on June 13, 1963; and 2 alteration projects on August 20, 1963.

The second is a list of 35 prospectuses for new buildings; 1 previously approved on April 3, 1963, revised prospectus for change in location; and 28 alteration projects, approved April 30, 1963.

The third list is 3 revised prospectuses for proposed construction; 1 alteration project; and 25 prospectuses for construction of small public buildings for use primarily by the Social Security Administration, Department of Health, Education, and Welfare, throughout the United States, approved July 1, 1964.

The small watershed protection projects were approved under the provisions of Public Law 566, 83d Congress, as amended.

There being no objection, the tabulations were ordered to be printed in the RECORD, as follows:









Public Law 88-426  
88th Congress, H. R. 11049  
August 14, 1964

An Act

78 STAT. 400.

To adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled, That this Act may be cited as the "Government Employees Salary Reform Act of 1964".

Government Employees Salary Reform Act of 1964.

TITLE I—FEDERAL EMPLOYEES SALARY SYSTEMS

SHORT TITLE

SEC. 101. This title may be cited as the "Federal Employees Salary Act of 1964".

Federal Employees Salary Act of 1964.

CLASSIFICATION ACT EMPLOYEES

SEC. 102. (a) Section 603(b) of the Classification Act of 1949, as amended (76 Stat. 843; 5 U.S.C. 1113(b)), is amended to read as follows:

"(b) The compensation schedule for the General Schedule shall be as follows:

| "Grade     | Per annum rates and steps |         |         |         |         |         |         |         |         |         |
|------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|            | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      |
| GS-1.....  | \$3,385                   | \$3,500 | \$3,615 | \$3,730 | \$3,845 | \$3,960 | \$4,075 | \$4,190 | \$4,305 | \$4,420 |
| GS-2.....  | 3,680                     | 3,805   | 3,930   | 4,055   | 4,180   | 4,305   | 4,430   | 4,555   | 4,680   | 4,805   |
| GS-3.....  | 4,005                     | 4,140   | 4,275   | 4,410   | 4,545   | 4,680   | 4,815   | 4,950   | 5,085   | 5,220   |
| GS-4.....  | 4,480                     | 4,630   | 4,780   | 4,930   | 5,080   | 5,230   | 5,380   | 5,530   | 5,680   | 5,830   |
| GS-5.....  | 5,000                     | 5,165   | 5,330   | 5,495   | 5,660   | 5,825   | 5,990   | 6,155   | 6,320   | 6,485   |
| GS-6.....  | 5,505                     | 5,690   | 5,875   | 6,060   | 6,245   | 6,430   | 6,615   | 6,800   | 6,985   | 7,170   |
| GS-7.....  | 6,050                     | 6,250   | 6,450   | 6,650   | 6,850   | 7,050   | 7,250   | 7,450   | 7,650   | 7,850   |
| GS-8.....  | 6,630                     | 6,850   | 7,070   | 7,290   | 7,510   | 7,730   | 7,950   | 8,170   | 8,390   | 8,610   |
| GS-9.....  | 7,220                     | 7,465   | 7,710   | 7,955   | 8,200   | 8,445   | 8,690   | 8,935   | 9,180   | 9,425   |
| GS-10..... | 7,900                     | 8,170   | 8,440   | 8,710   | 8,980   | 9,250   | 9,520   | 9,790   | 10,060  | 10,330  |
| GS-11..... | 8,650                     | 8,945   | 9,240   | 9,535   | 9,830   | 10,125  | 10,420  | 10,715  | 11,010  | 11,305  |
| GS-12..... | 10,250                    | 10,605  | 10,960  | 11,315  | 11,670  | 12,025  | 12,380  | 12,735  | 13,090  | 13,445  |
| GS-13..... | 12,075                    | 12,495  | 12,915  | 13,335  | 13,755  | 14,175  | 14,595  | 15,015  | 15,435  | 15,855  |
| GS-14..... | 14,170                    | 14,660  | 15,150  | 15,640  | 16,130  | 16,620  | 17,110  | 17,600  | 18,090  | 18,580  |
| GS-15..... | 16,460                    | 17,030  | 17,600  | 18,170  | 18,740  | 19,310  | 19,880  | 20,450  | 21,020  | 21,590  |
| GS-16..... | 18,935                    | 19,590  | 20,245  | 20,900  | 21,555  | 22,210  | 22,865  | 23,520  | 24,175  | -----   |
| GS-17..... | 21,445                    | 22,195  | 22,945  | 23,695  | 24,445  | -----   | -----   | -----   | -----   | -----   |
| GS-18..... | 24,500                    | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   | -----   |

(b) Except as provided in subsection (d) of section 504 of the Federal Salary Reform Act of 1962, the rates of basic compensation of officers and employees to whom the compensation schedule set forth in subsection (a) of this section applies shall be initially adjusted as of the effective date of this section, as follows:

Post, p. 412.

(1) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at one of the rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the corresponding rate in effect on and after such date.

Compensation schedule. Adjustment of rates.

(2) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate between two rates of a grade in the General Schedule of the Classification Act of 1949, as amended, he shall receive a rate of basic compensation at the higher of the two corresponding rates in effect on and after such date.

(3) If the officer or employee is receiving basic compensation immediately prior to the effective date of this section at a rate in excess of the maximum rate for his grade, he shall receive (A)



the maximum rate for his grade in the new schedule, or (B) his existing rate of basic compensation if such existing rate is higher.

(4) If the officer or employee, immediately prior to the effective date of this section, is receiving, pursuant to section 2(b)(4) of the Federal Employees Salary Increase Act of 1955, an existing aggregate rate of compensation determined under section 208(b) of the Act of September 1, 1954 (68 Stat. 1111), plus subsequent increases authorized by law, he shall receive an aggregate rate of compensation equal to the sum of his existing aggregate rate of compensation, on the day preceding the effective date of this section, plus the amount of increase made by this section in the maximum rate of his grade, until (i) he leaves his position, or (ii) he is entitled to receive aggregate compensation at a higher rate by reason of the operation of this Act or any other provision of law; but, when such position becomes vacant, the aggregate rate of compensation of any subsequent appointee thereto shall be fixed in accordance with applicable provisions of law. Subject to clauses (i) and (ii) of the immediately preceding sentence of this paragraph, the amount of the increase provided by this section shall be held and considered for the purpose of section 208(b) of the Act of September 1, 1954, to constitute a part of the existing rate of compensation of the employee.

(5) If the officer or employee is in a position in grade 16 or 17 of the General Schedule of the Classification Act of 1949, as amended, to which he was promoted on or after the first day of his first pay period beginning on or after January 1, 1964, and if he held such position, or another position in the same grade, on the effective date of this section, his rate of basic compensation shall be adjusted, as of such effective date, to that rate of basic compensation to which he would have been entitled if the compensation schedule in subsection (a) of this section had been in effect on the date of his promotion.

(6) If the officer or employee, at any time during the period beginning on the effective date of this section and ending on the date of enactment of this Act, was promoted from one grade under the Classification Act of 1949, as amended, to another such grade at a rate which is above the minimum rate thereof, his rate of basic compensation shall be adjusted retroactively from the effective date of this section to the date on which he was so promoted, on the basis of the rate which he was receiving during the period from such effective date to the date of such promotion and, from the date of such promotion, on the basis of the rate for that step of the appropriate grade of the General Schedule contained in this section which corresponds numerically to the step of the grade of the General Schedule for such officer or employee which was in effect (without regard to this Act) at the time of such promotion.

SEC. 103. (a) Section 801 of the Classification Act of 1949 (5 U.S.C. 1131), relating to new appointments, is amended to read as follows:

"SEC. 801. All new appointments shall be made at the minimum rate of the appropriate grade, except that in accordance with regulations prescribed by the Commission which provide for such considerations as the candidate's existing salary, unusually high or unique qualifications, or a special need of the Government for his services, the head of any department may, with the approval of the Commission in each specific case, appoint individuals to positions in grade 13 and above of the General Schedule at such rate or rates above the minimum rate of the appropriate grade as the Commission

69 Stat. 173.  
5 USC 1113 note.  
5 USC 926 note.

Appointments,  
minimum salary  
level.  
Exceptions.  
63 Stat. 969.

may authorize for this purpose. The approval of the Commission in each specific case shall not be required with respect to appointments made by the Librarian of Congress."

(b) Section 505(b) of the Classification Act of 1949, as amended (5 U.S.C. 1105(b)), relating to the limitation on numbers of positions in grades 16, 17, and 18 of the General Schedule of such Act, is amended by inserting "(i)" immediately following the words "in addition to", and by inserting immediately following the words "which may be placed in such grades" a comma and the following: "and (ii) two hundred and forty examiner positions under section 11 of the Administrative Procedure Act (60 Stat. 244; 5 U.S.C. 1010) which may be placed in grade 16 and nine such positions which may be placed in grade 17".

75 Stat. 786;  
76 Stat. 849.

(c) Section 604(d) (3) of the Federal Employees Pay Act of 1945, as amended (5 U.S.C. 944(c) (3)), is amended to read as follows:

72 Stat. 214.

"(3) All rates shall be computed to the nearest cent, counting one-half cent and over as a whole cent."

#### POSTAL FIELD SERVICE EMPLOYEES

SEC. 104. Section 1 of title 39, United States Code, is amended by striking out the period at the end of such section and inserting in lieu thereof a semicolon and the following:

74 Stat. 578;  
76 Stat. 442.

"'revenue unit' means that amount of revenue of a post office from mail and special service transactions which is equal to the average sum of postal rates and fees received by the Department during the fiscal year for 1,000 pieces of originating mail and special service transactions determined in accordance with section 2331 of this title."

"Revenue unit."

SEC. 105. Section 702 of title 39, United States Code, is amended to read as follows:

74 Stat. 602.  
Classes of  
post offices.

#### "§ 702. Classes of post offices

"(a) Effective at the beginning of each fiscal year the Postmaster General shall divide post offices into four classes on the basis of the revenue units of each office for the second preceding fiscal year. He shall place in the first class those post offices having 950 or more revenue units. He shall place in the second class those post offices having 190 or more revenue units, but fewer than 950 revenue units. He shall place in the third class those post offices having 36 or more revenue units, but fewer than 190 revenue units. He shall place in the fourth class those post offices having fewer than 36 revenue units.

"(b) The Postmaster General shall exclude from the revenue credited to a post office for the purposes of this section money received at that office for—

"(1) setting meters for patrons beyond the area served by the office unless authorized by the Department;

"(2) stamps, stamped envelopes, and postal cards sold in large or unusual quantities to be used in mailing matter at other offices; and

"(3) stamps, stamped envelopes, and postal cards sold for mailing matter diverted from other offices and mailing of matter so diverted without stamps affixed.

"(c) Whenever unusual conditions prevail at a post office of the fourth class, the Postmaster General may advance such office to the appropriate class based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any office so advanced need not be relegated to a lower class before the end of the second fiscal year after the advancement. At that time, the office shall be assigned to the appropriate class in accordance with subsections (a) and (b) of this section."



74 Stat. 583.

SEC. 106. Section 704 of title 39, United States Code, is amended by deleting "of the first, second, or third class" appearing therein, and inserting in lieu thereof "(other than one for which the postmaster furnishes quarters, equipment, and fixtures on an allowance basis)".

SEC. 107. Subsection (b)(1) of section 2102 of title 39, United States Code, is amended to read as follows:

"(1) for post offices at which the postmaster does not furnish quarters on an allowance basis;"

SEC. 108. (a) Section 3501 of title 39, United States Code, is amended by inserting a new subsection (c) following subsection (b) as follows:

"(c) The Postmaster General shall determine and, effective at the beginning of the first pay period in each calendar year, shall adjust the rankings of all positions for which the number of annual revenue units of a post office or its class is a relevant factor of the ranking, using the revenue units of the preceding fiscal year and the class in which the office will be placed at the beginning of the next fiscal year. The Postmaster General also may adjust rankings of such positions at other times of the year based upon substantial changes in service conditions."

39 USC 3501-  
3582.

(b) Chapter 45 of title 39, United States Code, is amended as follows:

(1) In subsection (c) of section 3513—

(A) Change the catchline to read **"POST OFFICE CLERK. (KP-4)";** and

(B) Add the following new sentence to the end of paragraph (1): "This office has fewer than 190 revenue units annually."

(2) In subsection (e) of section 3516—

(A) Change the catchline to read **"POSTMASTER. (KP-18)";**

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$1,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 40 revenue units annually".

(3) In subsection (b) of section 3517—

(A) Change the catchline to read **"POSTMASTER. (KP-20)";**

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$4,700" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 110 revenue units annually".

(4) In subsection (b) of section 3518—

(A) Change the catchline to read **"POSTMASTER. (KP-22)";**

(B) Delete "third class" in the first sentence of paragraph (1); and

(C) Delete "annual receipts of approximately \$6,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 140 revenue units annually".

(5) In subsection (b) of section 3519—

(A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-24)";** and

(B) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".

- (6) In subsection (c) of section 3519—  
    (A) Change the catchline to read **"POSTMASTER. (KP-25)";**  
    (B) Delete "second class" in the first sentence of paragraph (1); and  
    (C) Delete "annual receipts of approximately \$16,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 380 revenue units annually".
- (7) In subsection (b) of section 3520—  
    (A) Change the catchline to read **"POSTMASTER. (KP-27)";**  
    (B) Delete "first class" in the first sentence of paragraph (1); and  
    (C) Delete "annual receipts of approximately \$63,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,490 revenue units annually".
- (8) In subsection (b) of section 3521—  
    (A) Change the catchline to read **"POSTMASTER. (KP-29)";**  
    (B) Delete "first class" appearing in the first sentence of paragraph (1); and  
    (C) Delete "annual receipts of \$129,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 3,060 revenue units annually".
- (9) In subsection (b) of section 3522—  
    (A) Change the catchline to read **"POSTMASTER. (KP-31)";**  
    (B) Delete "first class" in the first sentence of paragraph (1); and  
    (C) Delete "annual receipts of \$314,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 7,450 revenue units annually".
- (10) In subsection (b) of section 3523—  
    (A) Change the catchline to read **"POSTMASTER. (KP-33)";**  
    (B) Delete "first class" appearing in the first sentence of paragraph (1); and  
    (C) Delete the second sentence of paragraph (1) and insert in lieu thereof: "This office has approximately 110 employees, approximately 14,350 revenue units annually, 13 government-owned vehicle units, one classified station and 42 carrier routes within its jurisdiction."
- (11) In subsection (b) of section 3524—  
    (A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-35)";** and  
    (B) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".
- (12) In subsection (c) of section 3524—  
    (A) Change the catchline to read **"POSTMASTER. (KP-36)";**  
    (B) Delete "first class" in the first sentence of paragraph (1); and  
    (C) Delete "annual receipts of \$1,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 23,700 revenue units annually".
- (13) In subsection (a) of section 3525—  
    (A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-37)";** and



- (B) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".
- (14) In subsection (b) of section 3525—
  - (A) Change the catchline to read **"POSTMASTER. (KP-38)";**
  - (B) Delete "first class" in the first sentence of paragraph (1); and
  - (C) Delete "annual receipts of \$2,700,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 64,000 revenue units annually".
- (15) In subsection (a) of section 3526—
  - (A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-39)";** and
  - (B) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".
- (16) In subsection (b) of section 3526—
  - (A) Change the catchline to read **"POSTMASTER. (KP-40)";**
  - (B) Delete "first class" in the first sentence of paragraph (1); and
  - (C) Delete "annual receipts of \$4,470,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 106,000 revenue units annually".
- (17) In subsection (b) of section 3527—
  - (A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-42)";** and
  - (B) Delete "annual receipts of \$48,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 1,000,000 revenue units annually".
- (18) In subsection (c) of section 3527—
  - (A) Change the catchline to read **"POSTMASTER. (KP-43)";**
  - (B) Delete "first class" in the first sentence of paragraph (1); and
  - (C) Delete "annual receipts of \$8,460,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 200,000 revenue units annually".
- (19) In subsection (b) of section 3528—
  - (A) Change the catchline to read **"ASSISTANT POSTMASTER. (KP-45)";** and
  - (B) Delete "annual receipts of \$140,000,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 2,500,000 revenue units annually".
- (20) In subsection (c) of section 3528—
  - (A) Change the catchline to read **"POSTMASTER. (KP-46)";**
  - (B) Delete "first class" in the first sentence of paragraph (1); and
  - (C) Delete "annual receipts of \$16,900,000" in the second sentence of paragraph (1) and insert in lieu thereof "approximately 400,000 revenue units annually".
- (21) In section 3529—
  - (A) Change the catchline immediately preceding paragraph (1) to read **"POSTMASTER. (KP-47)";**
  - (B) Delete "first class" in the first sentence of paragraph (1); and

74 Stat. 643.

Postal field  
service.  
76 Stat. 851.

## “POSTAL FIELD SERVICE SCHEDULE

## "RURAL CARRIER SCHEDULE

[illegible]



75 Stat. 853.

SEC. 111. (a) Section 3544 of title 39, United States Code, is amended, to read as follows:

**"§ 3544. Fourth Class Office Schedule**

"(a) There is established a basic compensation schedule which shall be known as the Fourth Class Office Schedule and for which the symbol shall be 'FOS', for postmasters in post offices of the fourth class which is based on the revenue units of the post office for the preceding fiscal year. Basic compensation shall be paid to postmasters in post offices of the fourth class in accordance with this schedule.

**"FOURTH-CLASS OFFICE SCHEDULE**

| "Revenue units           | Per annum rates and steps |         |         |         |         |         |         |         |         |         |         |         |
|--------------------------|---------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
|                          | 1                         | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      |
| 30 but less than 36..... | \$3,769                   | \$3,894 | \$4,019 | \$4,144 | \$4,269 | \$4,394 | \$4,519 | \$4,644 | \$4,769 | \$4,894 | \$5,019 | \$5,144 |
| 24 but less than 30..... | 3,485                     | 3,600   | 3,715   | 3,830   | 3,945   | 4,060   | 4,175   | 4,290   | 4,405   | 4,520   | 4,635   | 4,750   |
| 18 but less than 24..... | 2,877                     | 2,974   | 3,071   | 3,168   | 3,265   | 3,362   | 3,459   | 3,556   | 3,653   | 3,750   | 3,847   | 3,944   |
| 12 but less than 18..... | 2,258                     | 2,331   | 2,404   | 2,477   | 2,550   | 2,623   | 2,696   | 2,769   | 2,842   | 2,915   | 2,988   | 3,061   |
| 6 but less than 12.....  | 1,623                     | 1,680   | 1,732   | 1,784   | 1,836   | 1,888   | 1,940   | 1,992   | 2,044   | 2,096   | 2,148   | 2,200   |
| Less than 6.....         | 1,313                     | 1,355   | 1,397   | 1,439   | 1,481   | 1,523   | 1,565   | 1,607   | 1,649   | 1,691   | 1,733   | 1,775   |

"(b) The basic salary of postmasters in fourth-class post offices shall be readjusted for changes in revenue units at the start of the first pay period after January 1 of each year. When a post office is restored to a revenue unit category held by it prior to relegation to a lower revenue unit category, the postmaster's basic salary may be adjusted to the highest salary step held by him when the post office was in the higher revenue unit category. In all other cases, in adjusting a postmaster's basic salary under this section, the basic salary shall be fixed at the lowest step which is higher than the basic salary received by the postmaster at the end of the preceding fiscal year. If there is no such step the basic salary shall be fixed at the highest step for the adjusted revenue units of the office. Each increase in basic salary because of change in revenue units shall be deemed the equivalent of a step increase under section 3552 of this title and the waiting period, for purposes of advancement to the next step, shall begin on the date of adjustment.

"(c) The basic salaries of postmasters at newly established offices of the fourth class shall be fixed at the lowest salary rate. Whenever unusual conditions prevail at any post office of the fourth class the Postmaster General may advance such office to the appropriate category based on his estimate of the number of revenue units which the office will have during the succeeding twelve months. Any fourth-class office advanced to the appropriate category pursuant to this subsection shall not be reduced in category until the start of the first pay period after January 1 of the calendar year following the calendar year in which it was so advanced, at which time it shall be assigned to the category indicated by the revenue units for the preceding fiscal year.

"(d) Persons who perform the duties of postmaster at post offices of the fourth class where there is a vacancy or during the absence of the postmaster on sick or annual leave, or leave without pay, shall be paid the same basic salary to which they would have been entitled if regularly appointed as postmaster.

"(e) The Postmaster General may allow to postmasters in fourth-class post offices additional compensation for separating services and for unusual conditions during a portion of the year, in lieu of an allowance for clerical services for this purpose.

Post, pp. 408,  
409.

"(f) At seasonal post offices of the fourth class, the Postmaster General may authorize the payment of the basic salary prorated over the pay periods the office is open for business during the fiscal year.

"(g) Where the revenue units of a post office of the third class for each of two consecutive fiscal years are less than 36, or where in any fiscal year the revenue units are less than 33, the post office shall be relegated to the fourth class and the basic salary of the postmaster shall be fixed in the manner provided in subsection (b) of this section.

"(h) When required by the Postmaster General a postmaster at a fourth-class office shall, and any other postmaster in PFS level 5 when permitted by the Postmaster General may, furnish quarters, fixtures, and equipment for an office on an allowance basis. The allowance for this purpose shall be an amount equal to 15 per centum of the basic compensation for the postmaster at the office."

(b) As of the effective date of this section, the Postmaster General shall place the position of each postmaster in a fourth-class office in the appropriate revenue units category of the Fourth-Class Office Schedule (FOS) determined on the basis of revenue units for the fiscal year ending June 30, 1963. The Postmaster General shall assign each such postmaster to the lowest step of the appropriate revenue units category which will provide him compensation not less than 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section). If there is no such step or category, the postmaster shall be paid compensation at the rate of 110 per centum of the compensation to which he would otherwise be entitled under FOS II (as it existed immediately prior to the effective date of this section).

(c) If changes in the gross receipts category or changes in salary step would occur on the effective date of this section (without regard to the enactment of this section), such changes shall be deemed to have occurred prior to any action taken under subsection (b) of this section.

SEC. 112. (a) Subsection (a) of section 6007 of title 39, United States Code, is amended to read as follows:

74 Stat. 687.

"(a) The Postmaster General shall pay to persons, other than special delivery messengers at post offices of the first class, for making delivery of special delivery mail such fees as may be established by him not in excess of the special delivery fee."

(b) Section 2009 of title 39, United States Code, is amended by deleting "at any price less than eight cents per piece" and inserting in lieu thereof "at any price less than the fees established pursuant to section 6007(a) of this title."

SEC. 113. Section 3560 of title 39, United States Code, is amended—

75 Stat. 569.

(1) by striking out "gross receipts" in subsection (a)(3) and inserting in lieu thereof "revenue unit"; and

(2) by striking out "gross receipts" in subsection (f)(1) and inserting in lieu thereof "revenue unit".

SEC. 114. (a) Section 3552(a) of title 39, United States Code, is amended to read as follows:

76 Stat. 854.

"(a)(1) Each employee subject to the Postal Field Service Schedule, each employee subject to the Rural Carrier Schedule, and each employee subject to the Fourth Class Office Schedule who has not reached the highest step for his position shall be advanced successively to the next higher step as follows:

"(A) to steps 2, 3, 4, 5, 6, and 7—at the beginning of the first pay period following the completion of fifty-two calendar weeks of satisfactory service; and

"(B) to steps 8 and above—at the beginning of the first pay period following the completion of one hundred and fifty-six calendar weeks of satisfactory service.



"(2) The receipt of an equivalent increase during any of the waiting periods specified in this subsection shall cause a new full waiting period to commence for further step increases."

76 Stat. 854.

(b) Section 3552 of title 39, United States Code, is further amended by adding the following new subsection at the end thereof:

"(d) Notwithstanding the provisions of subsections (a), (b), and (c) of this section, the Postmaster General is authorized to advance any employee in PFS level 9 or below who—

"(1) was promoted to a higher level between July 9, 1960, and October 13, 1962; and

"(2) is senior with respect to total postal service to an employee in his own post office promoted to the same position since October 13, 1962, and is at a step in the level below the step of the junior employee.

Any increase under the provisions of this subsection shall not constitute an equivalent increase and credit earned prior to adjustment under this subsection for advancement to the next step shall be retained."

Repeal.

74 Stat. 584.

SEC. 115. (a) Section 711 of title 39, United States Code, is repealed

(b) The table of contents of chapter 7 of title 39, United States Code, is amended by deleting

"711. Method of determining gross receipts."

Compensation  
schedules.  
Adjustment of  
rates.

SEC. 116. The basic compensation of each employee subject to the Postal Field Service Schedule or the Rural Carrier Schedule immediately prior to the effective date of this section shall be determined as follows:

(1) Each employee shall be assigned to the same numerical step for his position which he had attained immediately prior to such effective date. If changes in levels or steps would otherwise occur on such effective date without regard to enactment of this Act, such changes shall be deemed to have occurred prior to conversion.

(2) If the existing basic compensation is greater than the rate to which the employee is converted under paragraph (1) of this section, the employee shall be placed in the lowest step which exceeds his basic compensation. If the existing basic compensation exceeds the maximum step of his position, his existing basic compensation shall be established as his basic compensation.

#### EMPLOYEES IN THE DEPARTMENT OF MEDICINE AND SURGERY OF THE VETERANS' ADMINISTRATION

72 Stat. 1243;  
76 Stat. 859.

SEC. 117. (a) Section 4103 of title 38, United States Code, relating to the appointment and annual salaries of certain staff positions in the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

#### "§ 4103. Office of the Chief Medical Director

"(a) The Office of the Chief Medical Director shall consist of the following—

"(1) The Chief Medical Director, who shall be the Chief of the Department of Medicine and Surgery and shall be directly responsible to the Administrator for the operations of the Department. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(2) The Deputy Chief Medical Director, who shall be the principal assistant of the Chief Medical Director. He shall be a qualified doctor of medicine, appointed by the Administrator.

"(3) Not to exceed five Assistant Chief Medical Directors, who shall be appointed by the Administrator upon the recommendation

of the Chief Medical Director. One Assistant Chief Medical Director shall be a qualified doctor of dental surgery or dental medicine who shall be directly responsible to the Chief Medical Director for the operation of the Dental Service.

"(4) Such Medical Directors as may be appointed by the Administrator, upon the recommendation of the Chief Medical Director, to suit the needs of the Department. A Medical Director shall be either a qualified doctor of medicine or a qualified doctor of dental surgery or dental medicine.

"(5) A Director of Nursing Service, who shall be a qualified registered nurse, appointed by the Administrator, and who shall be responsible to the Chief Medical Director for the operation of the Nursing Service.

"(6) A Chief Pharmacist and a Chief Dietitian, appointed by the Administrator.

"(7) Such other personnel and employees as may be authorized by this chapter.

"(b) Except as provided in subsection (c), any appointment under this section shall be for a period of four years, with reappointment permissible for successive like periods, except that persons so appointed or reappointed shall be subject to removal by the Administrator for cause.

"(c) The Administrator may designate a member of the Chaplain Service of the Veterans' Administration as Director, Chaplain Service, for a period of two years, subject to removal by the Administrator for cause. Redesignation under this subsection may be made for successive like periods. An individual designated as Director, Chaplain Service, shall at the end of his period of service as Director revert to the position, grade, and status which he held immediately prior to being designated Director, Chaplain Service, and all service as Director, Chaplain Service, shall be creditable as service in the former position."

(b) The table of contents of chapter 73 of title 38, United States Code, is amended by striking out

"4103. Appointments and compensation."

and inserting in lieu thereof:

"4103. Office of the Chief Medical Director."

(c) Section 2 of the Act of July 31, 1894, as amended (5 U.S.C. 62), shall not apply to any individual appointed, before January 1, 1964, as Chief Medical Director under section 4103 of title 38, United States Code; but section 212 of the Act of June 30, 1932, as amended (5 U.S.C. 59a), shall apply, in accordance with its terms, to any such individual.

SEC. 118. Section 4107 of title 38, United States Code, relating to grades and pay scales for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, is amended to read as follows:

#### "§ 4107. Grades and pay scales

"(a) The per annum full-pay scale or ranges for positions provided in section 4103 of this title, other than Chief Medical Director and Deputy Chief Medical Director, shall be as follows:

#### "SECTION 4103 SCHEDULE

"Assistant Chief Medical Director, \$24,500.

"Medical Director, \$21,445 minimum to \$24,445 maximum.

"Director of Nursing Service, \$16,460 minimum to \$21,590 maximum.



"Director, Chaplain Service, \$16,460 minimum to \$21,590 maximum.  
 "Chief Pharmacist, \$16,460 minimum to \$21,590 maximum.  
 "Chief Dietitian, \$16,460 minimum to \$21,590 maximum.

72 Stat. 1244.

"(b) (1) The grades and per annum full-pay ranges for positions provided in paragraph (1) of section 4104 of this title shall be as follows:

"PHYSICIAN AND DENTIST SCHEDULE

"Director grade, \$18,935 minimum to \$24,175 maximum.  
 "Executive grade, \$17,655 minimum to \$23,190 maximum.  
 "Chief grade, \$16,460 minimum to \$21,590 maximum.  
 "Senior grade, \$14,170 minimum to \$18,580 maximum.  
 "Intermediate grade, \$12,075 minimum to \$15,855 maximum.  
 "Full grade, \$10,250 minimum to \$13,445 maximum.  
 "Associate grade, \$8,650 minimum to \$11,305 maximum.

"NURSE SCHEDULE

"Assistant Director grade, \$14,170 minimum to \$18,580 maximum.  
 "Chief grade, \$12,075 minimum to \$15,855 maximum.  
 "Senior grade, \$10,250 minimum to \$13,445 maximum.  
 "Intermediate grade, \$8,650 minimum to \$11,305 maximum.  
 "Full grade, \$7,220 minimum to \$9,425 maximum.  
 "Associate grade, \$6,315 minimum to \$8,205 maximum.  
 "Junior grade, \$5,505 minimum to \$7,170 maximum.

"(2) No person may hold the director grade unless he is serving as a director of a hospital, domiciliary, center, or outpatient clinic (independent). No person may hold the executive grade unless he holds the position of chief of staff at a hospital, center, or outpatient clinic (independent), or the position of clinic director at an outpatient clinic, or comparable position."

FOREIGN SERVICE OFFICERS; STAFF OFFICERS AND EMPLOYEES

SEC. 119. Section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), is amended to read as follows:

70 Stat. 704;

76 Stat. 861.

"FOREIGN SERVICE OFFICERS

"SEC. 412. There shall be ten classes of Foreign Service officers, including the classes of career ambassador and of career minister. The per annum salary of a career ambassador shall be at the rate provided by law for level IV of the Federal Executive Salary Schedule. The per annum salary of a career minister shall be at the rate provided by law for level V of such schedule. The per annum salaries of Foreign Service officers within each of the other classes shall be as follows:

Post, p. 417.

| "Class 1 ..... | \$22, 650 | \$23, 440 | \$24, 500 | \$20, 200 | \$20, 835 | \$21, 470 | \$22, 105 |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Class 2 .....  | 18, 295   | 18, 930   | 19, 565   | 16, 405   | 16, 920   | 17, 435   | 17, 950   |
| Class 3 .....  | 14, 860   | 15, 375   | 15, 890   | 12, 915   | 13, 335   | 13, 755   | 14, 175   |
| Class 4 .....  | 12, 075   | 12, 495   | 12, 915   | 10, 980   | 11, 325   | 11, 670   | 12, 015   |
| Class 5 .....  | 9, 945    | 10, 290   | 10, 635   | 9, 150    | 9, 435    | 9, 720    | 10, 005   |
| Class 6 .....  | 8, 295    | 8, 580    | 8, 865    | 7, 715    | 7, 950    | 8, 185    | 8, 420    |
| Class 7 .....  | 7, 010    | 7, 245    | 7, 480    | 6, 650    | 6, 850    | 7, 050    | 7, 250"   |
| Class 8 .....  | 6, 050    | 6, 250    | 6, 450    |           |           |           |           |

SEC. 120. Subsection (a) of section 415 of such Act (22 U.S.C. 870(a)) is amended to read as follows:

76 Stat. 862.

“(a) There shall be ten classes of Foreign Service staff officers and employees, referred to hereafter as staff officers and employees. The per annum salaries of such staff officers and employees within each class shall be as follows:

|               |          |          |          |          |          |          |          |          |          |          |
|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| “Class 1..... | \$14,860 | \$15,375 | \$15,890 | \$16,405 | \$16,920 | \$17,435 | \$17,950 | \$18,465 | \$18,980 | \$19,495 |
| Class 2.....  | 12,075   | 12,495   | 12,915   | 13,335   | 13,755   | 14,175   | 14,595   | 15,015   | 15,435   | 15,855   |
| Class 3.....  | 9,945    | 10,290   | 10,635   | 10,980   | 11,325   | 11,670   | 12,015   | 12,360   | 12,705   | 13,050   |
| Class 4.....  | 8,295    | 8,580    | 8,865    | 9,150    | 9,435    | 9,720    | 10,005   | 10,290   | 10,575   | 10,860   |
| Class 5.....  | 7,490    | 7,735    | 7,990    | 8,245    | 8,500    | 8,755    | 9,010    | 9,265    | 9,520    | 9,775    |
| Class 6.....  | 6,755    | 6,980    | 7,205    | 7,430    | 7,655    | 7,880    | 8,105    | 8,330    | 8,555    | 8,780    |
| Class 7.....  | 6,205    | 6,410    | 6,615    | 6,820    | 7,025    | 7,230    | 7,435    | 7,640    | 7,845    | 8,050    |
| Class 8.....  | 5,490    | 5,675    | 5,860    | 6,045    | 6,230    | 6,415    | 6,600    | 6,785    | 6,970    | 7,155    |
| Class 9.....  | 5,010    | 5,175    | 5,340    | 5,505    | 5,670    | 5,835    | 6,000    | 6,165    | 6,330    | 6,495    |
| Class 10..... | 4,480    | 4,630    | 4,780    | 4,930    | 5,080    | 5,230    | 5,380    | 5,530    | 5,680    | 5,830”.  |

SEC. 121. Foreign Service officers, Reserve officers, and Foreign Service staff officers and employees who are entitled to receive basic compensation immediately prior to the effective date of this section at one of the rates provided by section 412 or 415 of the Foreign Service Act of 1946, shall receive basic compensation, on and after such effective date, at the rate of their class determined to be appropriate by the Secretary of State. 76 Stat. 861, 862.

AGRICULTURAL STABILIZATION AND CONSERVATION COUNTY COMMITTEE EMPLOYEES

SEC. 122. The rates of compensation of persons employed by the county committees established pursuant to section 8(b) of the Soil Conservation and Domestic Allotment Act (16 U.S.C. 590h(b)) shall be increased by amounts equal, as nearly as may be practicable, to the increases provided by section 102 of this Act for corresponding rates of compensation in the appropriate schedule or scale of pay. Ante, p. 400.

MISCELLANEOUS PROVISIONS

SEC. 123. Section 504 of the Federal Salary Reform Act of 1962 (76 Stat. 842; 5 U.S.C. 1173) is amended by adding at the end thereof the following new subsection:

“(d) The rate of basic compensation, established under this section, and received by any officer or employee immediately prior to the effective date of a statutory increase in the compensation schedules of the salary systems specified in subsection (a) shall be initially adjusted on the effective date of such new compensation schedules in accordance with conversion rules and regulations prescribed by the President or by such agency or agencies as he may designate.”

SEC. 124. Subsection (b) of the first section of the Act entitled “An Act to provide retirement, clerical assistants, and free mailing privileges to former Presidents of the United States, and for other purposes”, approved August 25, 1958 (72 Stat. 838; 3 U.S.C. note fol. 102), is amended by striking out “\$50,000” and inserting in lieu thereof “\$65,000”. Former U. S. Presidents.

ABSORPTION OF COSTS

SEC. 125. (a) The cost of not less than 10 per centum of the aggregate amount of the increases in compensation provided by this title for the fiscal year 1965 shall be absorbed by the departments, agencies, establishments, and corporations in the executive branch; and no amount beyond the additional sum for such compensation increases proposed in the budget for the fiscal year 1965 is authorized to be appropriated by any provision of this Act. The total amount of such absorption shall be allocated by the Bureau of the Budget among such



departments, agencies, establishments, and corporations in such manner and to such extent as the Director of the Bureau of the Budget deems appropriate in the light of their essential functions.

(b) Pursuant to the objective of this section, heads of the executive branch activities concerned are directed to review with meticulous care each vacancy resulting from voluntary resignation, retirement, or death and to determine whether the duties of the position can be reassigned to other employees or whether the position can be abolished without seriously affecting the execution of essential functions.

(c) Nothing contained in subsection (a) of this section shall be held or considered to require (1) the separation from the service of any individual by reduction in force or other personnel action or (2) the placing of any individual in a leave-without-pay status.

## TITLE II—FEDERAL LEGISLATIVE SALARIES

SEC. 201. This title may be cited as the "Federal Legislative Salary Act of 1964".

SEC. 202. (a) Each officer or employee in or under the legislative branch of the Government whose rate of compensation is increased by section 5 of the Federal Employees Pay Act of 1946 shall be paid additional compensation in an amount equal to the greater of the following amounts, as applicable:

(1) an amount equal to  $3\frac{1}{2}$  per centum of his gross rate of compensation (basic compensation plus additional compensation authorized by law) in effect immediately prior to the effective date of this section plus 1 per centum of such gross rate for each whole multiple, or part of a multiple, of \$500 basic compensation; or

(2) an amount equal to 5 per centum of such gross rate.

(b) The total annual compensation in effect immediately prior to the effective date of this section of each officer or employee of the House of Representatives, whose compensation is disbursed by the Clerk of the House of Representatives and is not increased by reason of any other provision of this title, shall be increased by an amount which is equal to the amount of the increase provided by subsection (a) of this section in that gross rate which is nearest in amount to the total annual compensation of such officer or employee.

(c) Each of the limitations on gross rate per thousand and gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the House of Representatives shall be increased by 7 per centum. The amount of each increase under this subsection shall be computed to the nearest cent, counting one-half cent and over as a whole cent.

(d) The additional compensation provided by this section shall be considered a part of basic compensation for the purposes of the Civil Service Retirement Act (5 U.S.C. 2251 and the following).

(e) The basic compensation of each employee in the office of a Senator is hereby adjusted, effective on the first day of the month following the date of enactment of this Act, to the lowest multiple of \$60 which will provide a gross rate of compensation not less than the gross rate such employee was receiving immediately prior thereto, except that the foregoing provisions of this subsection shall not apply in the case of any employee if on or before the fifteenth day following the date of enactment of this Act, the Senator by whom such employee is employed notifies the disbursing office of the Senate in writing that he does not wish such provisions to apply to such employee. No employee whose basic compensation is adjusted under this sub-

Position vacancies, review.

Federal Legislative Salary Act of 1964.

60 Stat. 217.  
5 USC 931, 932.

70 Stat. 743;  
76 Stat. 869.

section shall receive any additional compensation under subsection (a) for any period prior to the effective date of such adjustment during which such employee was employed in the office of the Senator by whom he is employed on the first day of the month following the enactment of this Act. No additional compensation shall be paid to any person under subsection (a) for any period prior to the first day of the month following the date of enactment of this Act during which such person was employed in the office of a Senator (other than a Senator by whom he is employed on such day) unless on or before the fifteenth day following the date of enactment of this Act such Senator notifies the disbursing office of the Senate in writing that he wishes such employee to receive such additional compensation for such period. In any case in which, at the expiration of the time within which a Senator may give notice under this subsection, such Senator is deceased such notice shall be deemed to have been given.

(f) Notwithstanding the provision referred to in subsection (g), the rates of gross compensation of the Secretary for the Majority of the Senate, the Secretary for the Minority of the Senate, the Official Reporters of Debates of the Senate, the Parliamentarian of the Senate, the Senior Counsel in the Office of the Legislative Counsel of the Senate, and the Chief Clerk of the Senate are hereby increased by an amount which is equal to the amount of the increase which would be provided by subsection (a) of this section in that gross rate determined without regard to the provisions referred to in subsection (g) of this section which is nearest in amount to the total annual compensation of such officer or employee.

Senate officers.

(g) The paragraph imposing limitations on basic and gross compensation of officers and employees of the Senate appearing under the heading "SENATE" in the Legislative Appropriation Act, 1956, as amended (74 Stat. 304; Public Law 86-568), is amended by striking out "\$18,880" and inserting in lieu thereof "\$22,945".

76 Stat. 867.  
2 USC 60a note.

(h) The limitation on gross rate per hour per person provided by applicable law on the effective date of this section with respect to the folding of speeches and pamphlets for the Senate is hereby increased by 7 per centum. The amount of such increase shall be computed to the nearest cent, counting one-half cent and over as a whole cent. The provisions of subsection (a) of this section shall not apply to employees whose compensation is subject to such limitation.

(i) The gross rate of compensation of the Postmaster of the Senate shall be \$18,420, and the gross rate of compensation of the Assistant Postmaster of the Senate shall be \$14,570. The provisions of section 6 of the Legislative Branch Appropriation Act, 1963, shall not hereafter apply to employees referred to in this subsection.

Postmaster.

(j) Section 202(e) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 72a(e)), is amended—

76 Stat. 694.  
2 USC 60j and

(1) by striking out "\$8,880" where it first appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

notes.  
Committee staffs.  
60 Stat. 835;  
72 Stat. 209.

(2) by striking out "\$8,880" at the second place where it appears in such subsection and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

(k)(1) This subsection is enacted as an exercise of the rule making power of the House of Representatives with full recognition of the constitutional right of the House of Representatives to change the rule amended by this subsection at any time, in the same manner,



and to the same extent as in the case of any other rule of the House of Representatives.

(2) Clause 28(c) of Rule XI of the Rules of the House of Representatives is amended—

(A) by striking out "\$8,880" where it first appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended,"; and

(B) by striking out "\$8,880" at the second place where it appears in such clause and inserting in lieu thereof "the highest amount which, together with additional compensation authorized by law, will not exceed the maximum rate authorized by the Classification Act of 1949, as amended".

Comptroller General et al.

SEC. 203. (a) The compensation of the Comptroller General of the United States shall be at the rate of \$30,000 per annum.

(b) The compensation of the Assistant Comptroller General of the United States shall be at the rate of \$28,500 per annum.

(c) The compensation of the General Counsel of the United States, the General Accounting Office, the Librarian of Congress, the Public Printer, and the Architect of the Capitol shall be at the rate of \$27,000 per annum.

(d) The compensation of the Deputy Librarian of Congress, the Deputy Public Printer, and the Assistant Architect of the Capitol shall be at the rate of \$25,500 per annum.

(e) The compensation of the Second Assistant Architect of the Capitol shall be at the rate of \$23,500 per annum.

(f) The compensation of the Chaplain of the House of Representatives shall be at the rate of \$12,500 per annum.

(g) The compensation of the Secretary of the Senate, the Sergeant at Arms of the Senate, and the Legislative Counsel of the Senate shall be at the rate of \$27,500 per annum.

(h) The compensation of the Chaplain of the Senate shall be at the rate of \$15,000 per annum.

Members of Congress.  
69 Stat. 11.

SEC. 204. Section 601(a) of the Legislative Reorganization Act of 1946, as amended (2 U.S.C. 31), is amended to read as follows:

"(a) The compensation of Senators, Representatives in Congress, and the Resident Commissioner from Puerto Rico shall be at the rate of \$30,000 per annum each; and the compensation of the Speaker of the House of Representatives shall be at the rate of \$43,000 per annum."

SEC. 205. No officer or employee subject to section 202(a) or 202(b) of this title shall receive, by reason of any provision of this title, an increase in gross rate of compensation (basic compensation plus additional compensation authorized by law), or in total annual compensation, which is in excess of the amount of the increase in basic compensation provided by the amendment made by section 102(a) of title I of this Act for positions in grade 18 of the General Schedule of the Classification Act of 1949, as amended.

Ante, p. 400.

### TITLE III—FEDERAL EXECUTIVE SALARIES

Federal Executive Salary Act of 1964.

SEC. 301. This title may be cited as the "Federal Executive Salary Act of 1964".

SEC. 302. There is hereby established for offices and positions to which section 303 of this title applies a basic compensation schedule, to be known as the "Federal Executive Salary Schedule", which shall be divided into five salary levels.

SEC. 303. (a) Level I of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$35,000: Offices and positions at \$35,000.

- (1) Secretary of State.
- (2) Secretary of the Treasury.
- (3) Secretary of Defense.
- (4) Attorney General.
- (5) Postmaster General.
- (6) Secretary of the Interior.
- (7) Secretary of Agriculture.
- (8) Secretary of Commerce.
- (9) Secretary of Labor.
- (10) Secretary of Health, Education, and Welfare.

(b) Level II of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$30,000: Offices and positions at \$30,000.

- (1) Deputy Secretary of Defense.
- (2) Under Secretary of State.
- (3) Administrator, Agency for International Development.
- (4) Administrator of the National Aeronautics and Space Administration.
- (5) Administrator of Veterans' Affairs.
- (6) Administrator of the Housing and Home Finance Agency.
- (7) Administrator of the Federal Aviation Agency.
- (8) Chairman, Atomic Energy Commission.
- (9) Chairman, Council of Economic Advisers.
- (10) Chairman, Board of Governors of the Federal Reserve System.
- (11) Director of the Bureau of the Budget.
- (12) Director of the Office of Science and Technology.
- (13) Director of the United States Arms Control and Disarmament Agency.
- (14) Director of the United States Information Agency.
- (15) Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in level III.
- (16) Director of Central Intelligence.
- (17) Secretary of the Air Force.
- (18) Secretary of the Army.
- (19) Secretary of the Navy.

(c) Level III of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$28,500: Offices and positions at \$28,500.

- (1) Deputy Attorney General.
- (2) Solicitor General of the United States.
- (3) Deputy Postmaster General.
- (4) Under Secretary of Agriculture.
- (5) Under Secretary of Commerce.
- (6) Under Secretary of Commerce for Transportation.
- (7) Under Secretary of Health, Education, and Welfare.
- (8) Under Secretary of the Interior.
- (9) Under Secretary of Labor.
- (10) Under Secretary of State for Political Affairs or Under Secretary of State for Economic Affairs.
- (11) Under Secretary of the Treasury.
- (12) Under Secretary of the Treasury for Monetary Affairs.
- (13) Administrator of General Services.
- (14) Administrator of the Small Business Administration.



- (15) Deputy Administrator of Veterans' Affairs.
- (16) Deputy Administrator, Agency for International Development.
- (17) Chairman, Civil Aeronautics Board.
- (18) Chairman of the United States Civil Service Commission.
- (19) Chairman, Federal Communications Commission.
- (20) Chairman, Board of Directors, Federal Deposit Insurance Corporation.
- (21) Chairman of the Federal Home Loan Bank Board.
- (22) Chairman, Federal Power Commission.
- (23) Chairman, Federal Trade Commission.
- (24) Chairman, Interstate Commerce Commission.
- (25) Chairman, National Labor Relations Board.
- (26) Chairman, Securities and Exchange Commission.
- (27) Chairman, Board of Directors of the Tennessee Valley Authority.
- (28) Chairman, National Mediation Board.
- (29) Chairman, Railroad Retirement Board.
- (30) Chairman, Federal Maritime Commission.
- (31) Comptroller of the Currency.
- (32) Commissioner of Internal Revenue.
- (33) Director of Defense Research and Engineering, Department of Defense.
- (34) Deputy Administrator of the National Aeronautics and Space Administration.
- (35) Deputy Director of the Bureau of the Budget.
- (36) Deputy Director of Central Intelligence.
- (37) Director of the Office of Emergency Planning.
- (38) Director of the Peace Corps.
- (39) Director of Selective Service, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in Level IV.
- (40) Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.
- (41) Director of the National Science Foundation.
- (42) Deputy Administrator of the Housing and Home Finance Agency.
- (43) President of the Export-Import Bank of Washington.
- (44) Members, Atomic Energy Commission.
- (45) Members, Board of Governors of the Federal Reserve System.
- (46) Associate Director of the Federal Bureau of Investigation, Department of Justice, so long as the position is held by the present incumbent: *Provided*, That thereafter the position shall be placed in Level IV.
- (d) Level IV of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$27,000:
  - (1) Administrator, Bureau of Security and Consular Affairs, Department of State.
  - (2) Deputy Administrator of the Federal Aviation Agency.
  - (3) Deputy Administrator of General Services.
  - (4) Associate Administrator of the National Aeronautics and Space Administration.
  - (5) Assistant Administrators, Agency for International Development (6).
  - (6) Regional Assistant Administrators, Agency for International Development (4).
  - (7) Under Secretary of the Air Force.

Offices and positions at \$27,000.

- (8) Under Secretary of the Army.
  - (9) Under Secretary of the Navy.
  - (10) Deputy Under Secretaries of State (2).
  - (11) Assistant Secretaries of Agriculture (3).
  - (12) Assistant Secretaries of Commerce (4).
  - (13) Assistant Secretaries of Defense (7).
  - (14) Assistant Secretaries of the Air Force (3).
  - (15) Assistant Secretaries of the Army (3).
  - (16) Assistant Secretaries of the Navy (3).
  - (17) Assistant Secretaries of Health, Education, and Welfare
- (2).
- (18) Assistant Secretaries of the Interior (4).
  - (19) Assistant Attorneys General (9).
  - (20) Assistant Secretaries of Labor (4).
  - (21) Assistant Postmasters General (5).
  - (22) Assistant Secretaries of State (11).
  - (23) Assistant Secretaries of the Treasury (4).
  - (24) Chairman of the United States Tariff Commission.
  - (25) Commissioner, Community Facilities Administration.
  - (26) Commissioner, Federal Housing Administration.
  - (27) Commissioner, Public Housing Administration.
  - (28) Commissioner, Urban Renewal Administration.
  - (29) Director of Civil Defense, Department of the Army.
  - (30) Director of the Federal Mediation and Conciliation Service.
  - (31) Deputy Chief Medical Director in the Department of Medicine and Surgery of the Veterans' Administration.
  - (32) Deputy Director of the Office of Emergency Planning.
  - (33) Deputy Director of the Office of Science and Technology.
  - (34) Deputy Director of the Peace Corps.
  - (35) Deputy Director of the United States Arms Control and Disarmament Agency.
  - (36) Deputy Director of the United States Information Agency.
  - (37) Assistant Directors of the Bureau of the Budget (3).
  - (38) General Counsel of the Department of Agriculture.
  - (39) General Counsel of the Department of Commerce.
  - (40) General Counsel of the Department of Defense.
  - (41) General Counsel of the Department of Health, Education, and Welfare.
  - (42) Solicitor of the Department of the Interior.
  - (43) Solicitor of the Department of Labor.
  - (44) General Counsel of the National Labor Relations Board.
  - (45) General Counsel of the Post Office Department.
  - (46) Counselor of the Department of State.
  - (47) Legal Adviser of the Department of State.
  - (48) General Counsel of the Department of the Treasury.
  - (49) First Vice President of the Export-Import Bank of Washington.
  - (50) General Manager of the Atomic Energy Commission.
  - (51) Governor of the Farm Credit Administration.
  - (52) Inspector General, Foreign Assistance.
  - (53) Deputy Inspector General, Foreign Assistance.
  - (54) Members, Civil Aeronautics Board.
  - (55) Members, Council of Economic Advisers.
  - (56) Members, Board of Directors of the Export-Import Bank of Washington.
  - (57) Members, Federal Communications Commission.



(58) Member, Board of Directors of the Federal Deposit Insurance Corporation.

(59) Members, Federal Home Loan Bank Board.

(60) Members, Federal Power Commission.

(61) Members, Federal Trade Commission.

(62) Members, Interstate Commerce Commission.

(63) Members, National Labor Relations Board.

(64) Members, Securities and Exchange Commission.

(65) Members, Board of Directors of the Tennessee Valley Authority.

(66) Members, United States Civil Service Commission.

(67) Members, Federal Maritime Commission.

(68) Members, National Mediation Board.

(69) Members, Railroad Retirement Board.

Offices and  
positions at  
\$26,000.

(e) Level V of the Federal Executive Salary Schedule shall apply to the following offices and positions, for which the annual rate of basic compensation shall be \$26,000:

(1) Administrator, Agricultural Marketing Service, Department of Agriculture.

(2) Administrator, Agricultural Research Service, Department of Agriculture.

(3) Administrator, Agricultural Stabilization and Conservation Service, Department of Agriculture.

(4) Administrator, Farmers Home Administration.

(5) Administrator, Foreign Agricultural Service, Department of Agriculture.

(6) Administrator, Rural Electrification Administration, Department of Agriculture.

(7) Administrator, Soil Conservation Service, Department of Agriculture.

(8) Administrator, Bonneville Power Administration, Department of the Interior.

(9) Administrator of the National Capital Transportation Agency.

(10) Administrator of the Saint Lawrence Seaway Development Corporation.

(11) Deputy Administrators of the Small Business Administration (4).

(12) Associate Administrator for Administration, Federal Aviation Agency.

(13) Associate Administrator for Development, Federal Aviation Agency.

(14) Associate Administrator for Programs, Federal Aviation Agency.

(15) Associate Administrator for Advanced Research and Technology, National Aeronautics and Space Administration.

(16) Associate Administrator for Space Science and Applications, National Aeronautics and Space Administration.

(17) Associate Administrator for Manned Space Flight, National Aeronautics and Space Administration.

(18) Associate Deputy Administrator, National Aeronautics and Space Administration.

(19) Deputy Associate Administrator, National Aeronautics and Space Administration.

(20) Associate Deputy Administrator of Veterans' Affairs.

(21) Archivist of the United States.

(22) Area Redevelopment Administrator, Department of Commerce.

(23) Assistant Secretary of Agriculture for Administration.

(24) Assistant Secretary of Health, Education, and Welfare for Administration.

(25) Assistant Secretary of the Interior for Administration.

(26) Assistant Attorney General for Administration.

(27) Assistant Secretary of Labor for Administration.

(28) Assistant Secretary of the Treasury for Administration.

(29) Assistant General Manager, Atomic Energy Commission.

(30) Assistant and Science Adviser to the Secretary of the Interior.

(31) Chairman, Foreign Claims Settlement Commission of the United States.

(32) Chairman of the Military Liaison Committee to the Atomic Energy Commission, Department of Defense.

(33) Chairman of the Renegotiation Board.

(34) Chairman of the Subversive Activities Control Board.

(35) Chief Counsel for the Internal Revenue Service, Department of the Treasury.

(36) Chief Forester of the Forest Service, Department of Agriculture.

(37) Chief Postal Inspector, Post Office Department.

(38) Chief, Weather Bureau, Department of Commerce.

(39) Commissioner of Customs, Department of the Treasury.

(40) Commissioner, Federal Supply Service, General Services Administration.

(41) Commissioner of Education, Department of Health, Education, and Welfare.

(42) Commissioner of Fish and Wildlife, Department of the Interior.

(43) Commissioner of Food and Drugs, Department of Health, Education, and Welfare.

(44) Commissioner of Immigration and Naturalization, Department of Justice.

(45) Commissioner of Indian Affairs, Department of the Interior.

(46) Chief Commissioner, Indian Claims Commission.

(47) Associate Commissioners, Indian Claims Commission (2).

(48) Commissioner of Patents, Department of Commerce.

(49) Commissioner, Public Buildings Service, General Services Administration.

(50) Commissioner of Reclamation, Department of the Interior.

(51) Commissioner of Social Security, Department of Health, Education, and Welfare.

(52) Commissioner of Vocational Rehabilitation, Department of Health, Education, and Welfare.

(53) Commissioner of Welfare, Department of Health, Education, and Welfare.

(54) Director, Advanced Research Projects Agency, Department of Defense.

(55) Director of Agricultural Economics, Department of Agriculture.

(56) Director, Bureau of the Census, Department of Commerce.

(57) Director, Bureau of Mines, Department of the Interior.

(58) Director, Bureau of Prisons, Department of Justice.

(59) Director, Geological Survey, Department of the Interior.

(60) Director, Office of Research and Engineering, Post Office Department.

(61) Director, National Bureau of Standards, Department of Commerce.



- (62) Director of Regulation, Atomic Energy Commission.
- (63) Director of Science and Education, Department of Agriculture.
- (64) Deputy Under Secretary for Monetary Affairs, Department of the Treasury.
- (65) Deputy Commissioner of Internal Revenue, Department of the Treasury.
- (66) Deputy Director, National Science Foundation.
- (67) Deputy Director, Policy and Plans, United States Information Agency.
- (68) Deputy General Counsel, Department of Defense.
- (69) Deputy General Manager, Atomic Energy Commission.
- (70) Associate Director of the Federal Mediation and Conciliation Service.
- (71) Associate Director for Volunteers, Peace Corps.
- (72) Associate Director for Program Development and Operations, Peace Corps.
- (73) Assistants to the Director of the Federal Bureau of Investigation, Department of Justice (2).
- (74) Assistant Directors, Office of Emergency Planning (3).
- (75) Assistant Directors, United States Arms Control and Disarmament Agency (4).
- (76) Federal Highway Administrator, Department of Commerce.
- (77) Fiscal Assistant Secretary of the Treasury.
- (78) General Counsel of the Agency for International Development.
- (79) General Counsel of the Department of the Air Force.
- (80) General Counsel of the Department of the Army.
- (81) General Counsel of the Atomic Energy Commission.
- (82) General Counsel of the Federal Aviation Agency.
- (83) General Counsel of the Housing and Home Finance Agency.
- (84) General Counsel of the Department of the Navy.
- (85) General Counsel of the United States Arms Control and Disarmament Agency.
- (86) General Counsel of the National Aeronautics and Space Administration.
- (87) Governor of the Canal Zone.
- (88) Manpower Administrator, Department of Labor.
- (89) Maritime Administrator, Department of Commerce.
- (90) Members, Foreign Claims Settlement Commission of the United States.
- (91) Members, Renegotiation Board.
- (92) Members, Subversive Activities Control Board.
- (93) Members, United States Tariff Commission.
- (94) President of the Federal National Mortgage Association.
- (95) Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare.
- (96) Deputy Directors of Defense Research and Engineering, Department of Defense (4).
- (97) Assistant Administrator of General Services.
- (98) Director, United States Travel Service, Department of Commerce.
- (99) Executive Director of the United States Civil Service Commission.

Placement by  
President.

(f) In addition to the offices and positions listed in subsections (d) and (e) of this section, the President is authorized to place from time to time offices and positions held by not to exceed thirty persons in

levels IV and V of the Federal Executive Salary Schedule when he deems such action necessary to reflect changes in organization, management responsibilities, or workload in any Federal department or agency. Any such action with respect to an office to which appointment is made by the President by and with the advice and consent of the Senate shall be effective only at the time of a new appointment to such office. Each action taken under this subsection shall be published in the Federal Register, except when it is determined by the President that such publication would be contrary to the interest of the national security. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

Publication in  
F. R.

(g) In addition to the offices and positions listed in subsections (d) and (e) of this section and the offices and positions placed by the President in levels IV and V pursuant to subsection (f) of this section, the President is authorized to place, during the period which begins on the day immediately following the date of enactment of this Act and which terminates on the first day of the sixth month which begins following the date of enactment of this Act, in levels IV and V of the Federal Executive Salary Schedule offices and positions held by not to exceed thirty persons, the duties and responsibilities of which he deems appropriate for such levels. No action shall be taken under this subsection with respect to an office or position the compensation for which is fixed at a specific rate by this section or by statute enacted subsequent to the date of enactment of this Act.

SEC. 304. (a) Section 104 of title 3, United States Code (relating to the compensation of the Vice President), is amended by striking out "\$35,000" and inserting in lieu thereof "\$43,000".

Vice President.  
69 Stat. 11.

(b) Section 105 of title 3, United States Code, is amended to read as follows:

Presidential  
assistants.  
70 Stat. 740.

**"§ 105. Compensation of secretaries and executive, administrative, and staff assistants to President**

"The President is authorized to fix the compensation of the six administrative assistants authorized to be appointed under section 106 of this title, of the Executive Secretary of the National Security Council, of the Executive Secretary of the National Aeronautics and Space Council, and of eight other secretaries or immediate staff assistants in the White House Office at rates of basic compensation not to exceed that of level II of the Federal Executive Salary Schedule."

63 Stat. 880.

**CONFORMING CHANGES IN EXISTING LAW**

SEC. 305. The following provisions of law are hereby repealed:

Repeals.

(1) The Federal Executive Pay Act of 1956, as amended (5 U.S.C. 2201-2209), establishing rates of basic compensation for heads of executive departments and other Federal officials.

70 Stat. 736.

(2) Section 3012(h) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Army.

72 Stat. 1462.

(3) Section 3013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Army at \$20,000 a year.

(4) Section 5031(d) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Navy.

72 Stat. 1490.

(5) Section 5033(c) of title 10, United States Code, providing the annual salary of \$20,000 a year for the Under Secretary of the Navy.



78 STAT. 423.

(6) Section 304 of Public Law 87-651, approved September 7, 1962 (76 Stat. 526; 10 U.S.C. 5034, note), providing compensation of \$20,000 a year for Assistant Secretaries of the Navy.

70A Stat. 488;  
72 Stat. 1513.

(7) Section 8012(g) of title 10, United States Code, providing compensation of \$22,000 a year for the Secretary of the Air Force.

(8) Section 8013(b) of title 10, United States Code, fixing the annual salaries of the Under Secretary and each Assistant Secretary of the Air Force at \$20,000 a year.

76 Stat. 519.

(9) Section 137(c) of title 10, United States Code, fixing the compensation of the General Counsel of the Department of Defense at the rate prescribed by law for assistant secretaries of executive departments.

(10) (A) The last sentence of section 22 a. of the Atomic Energy Act of 1954, as amended (68 Stat. 924; 71 Stat. 612; 42 U.S.C. 2032(a)), relating to the annual salaries of the Chairman and members of such Commission, which reads: "Each member, except the Chairman, shall receive compensation at the rate of \$22,000 per annum; and the member designated as Chairman shall receive compensation at the rate of \$22,500 per annum."

(B) That part of the first sentence of section 27 a. of the Atomic Energy Act of 1954 (68 Stat. 926; 42 U.S.C. 2037(a)), relating to the salary of the Chairman of the Military Liaison Committee which reads: ", and who shall receive compensation at the rate prescribed for an Assistant Secretary of Defense".

(11) That part of Reorganization Plan Numbered 1 of 1958 (72 Stat. 1799 and 861; 75 Stat. 630; 5 U.S.C. 133z-15, note)—

(A) In section 2(b), relating to the annual salary of the Director of the Office of Emergency Planning, which reads: "and shall receive compensation at the rate now or hereafter prescribed by law for the heads of executive departments";

(B) In section 2(c), relating to the annual salary of the Deputy Director of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for the under secretaries referred to in section 104 of the Federal Executive Pay Act of 1956 (5 U.S.C. 2203)," ; and

70 Stat. 736.

(C) In section 2(d), relating to the annual salaries of three Assistant Directors of such Office, which reads: "shall receive compensation at the rate now or hereafter prescribed by law for assistant secretaries of executive departments,".

(12) (A) That part of the second sentence of section 202(a) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2472(a)), relating to the annual salary of the Administrator of the National Aeronautics and Space Administration, which reads: ", and shall receive compensation at the rate of \$22,500 per annum".

(B) That part of the first sentence of section 202(b) of such Act (72 Stat. 429; 42 U.S.C. 2472(b)), relating to the annual salary of the Deputy Administrator of such Administration, which reads: ", shall receive compensation at the rate of \$21,500 per annum,".

(13) (A) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), relating to the annual salary of a civilian executive secretary in the National Aeronautics and Space Council, which reads: "and shall receive compensation at the rate of \$20,000 a year".

(B) That part of section 204 of such Act (72 Stat. 431, 432; 42 U.S.C. 2474(a)(1), and (d)), relating to the annual salary of the Chairman of the Civilian-Military Liaison Committee, as follows:

In subsection (a) (1), that part which reads: ", and shall receive compensation (in the manner provided in subsection (d)) at the rate of \$20,000 per annum".

In the second sentence of subsection (d), that part which reads: "fixed by subsection (a) (1)".

(14) (A) That part of the second sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rank and salary of the Counselor and of the Legal Adviser of the Department of State, which reads: "and shall receive the same salary as". 69 Stat. 536;  
72 Stat. 274.

(B) The last sentence of section 2(a) of the Act of May 26, 1949 (63 Stat. 111; 5 U.S.C. 151b(a)) as amended, relating to the rate of basic compensation of the Deputy Under Secretaries of State, which reads: "Unless otherwise provided for by law, the rate of basic compensation of the Deputy Under Secretaries of State shall be the same as that of Assistant Secretaries of State."

(C) That part of the second sentence of section 2(b) of the Act of May 26, 1949, as amended (73 Stat. 265; 5 U.S.C. 151b(b)), relating to the annual salary of the Under Secretary of State for Political Affairs or for Economic Affairs, as designated by the President, which reads: "shall receive compensation at the rate of \$22,000 year and".

(15) The last sentence of section 210(a) of title 38, United States Code, relating to the annual salary of the Administrator of Veterans' Affairs, Veterans' Administration, which reads: "He shall receive a salary of \$21,000 a year, payable monthly." 72 Stat. 1114.

(16) (A) The last sentence of section 201(a) (2) of the Federal Aviation Act of 1958 (72 Stat. 741; 49 U.S.C. 1321(a) (2)), relating to the annual salaries of the Chairman and members of the Civil Aeronautics Board, which reads: "Each member of the Board shall receive a salary at the rate of \$20,000 per annum, except that the member serving as Chairman shall receive a salary at the rate of \$20,500 per annum."

(B) That part of the second sentence of section 301(a) of such Act (72 Stat. 744; 49 U.S.C. 1341(a)), relating to the annual salary of the Administrator of the Federal Aviation Agency, which reads: ", and who shall receive compensation at the rate of \$22,500 per annum".

(C) That part of the second sentence of section 302(a) of such Act (72 Stat. 744; 49 U.S.C. 1342(a)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: "shall receive compensation at the rate of \$20,500 per annum, and".

(17) (A) The last sentence of section 22 of the Arms Control and Disarmament Act (75 Stat. 632; 22 U.S.C. 2562), relating to the annual salary of the Director of the United States Arms Control and Disarmament Agency, which reads: "He shall receive compensation at the rate of \$22,500 per annum."

(B) The second sentence of section 23 of such Act (75 Stat. 632; 22 U.S.C. 2563), relating to the annual salary of the Deputy Director of such Agency, which reads: "He shall receive compensation at the rate of \$21,500 per annum."

(C) The second sentence of section 24 of such Act (75 Stat. 632; 22 U.S.C. 2564), relating to the annual salaries of the four Assistant Directors of such Agency, which reads: "They shall receive compensation at the rate of \$20,000 per annum."

(18) Section 3 of the Act of March 2, 1955 (69 Stat. 10; 5 U.S.C. 294, 293, 295a), relating to the annual salaries of certain officials of the Department of Justice, which reads:

"SEC. 3. (a) The compensation of the Deputy Attorney General shall be at the rate of \$21,000 per annum.

"(b) The compensation of the Solicitor General shall be at the rate of \$20,500 per annum.



"(c) The compensation of each Assistant Attorney General, other than the Administrative Assistant Attorney General, shall be at the rate of \$20,000 per annum."

(19) (A) The last sentence of section 102(c) of Reorganization Plan Numbered 7 of 1961 (75 Stat. 840; 5 U.S.C. 133z-15, note), relating to the annual salaries of the Chairman and members of the Federal Maritime Commission, which reads: "The Chairman of the Commission shall receive a salary at the rate of \$20,500 per annum, and each of the other Commissioners shall receive a salary at the rate of \$20,000 per annum."

(B) That part of section 201 of such reorganization plan (75 Stat. 842; 5 U.S.C. 133z-15, note), relating to the annual salary of the Maritime Administrator in the Department of Commerce, which reads: "shall receive a salary at the rate of \$20,000 per annum,".

(20) That part of the fourth sentence of section 4(a) of the Securities Exchange Act of 1934, as amended (74 Stat. 408 and 913; 15 U.S.C. 78d(a)), relating to the annual salaries of the Chairman and Commissioners of the Securities and Exchange Commission, which reads: "shall receive a salary at the rate of \$20,000 a year, except that the Chairman shall receive additional salary at the rate of \$500 a year and"

(21) Section 8 of the Food Additives Amendment of 1958 (72 Stat. 1789; 5 U.S.C. 2205, note), fixing the annual salary of the Commissioner of Food and Drugs at \$20,000 per annum.

(22) That part of the first sentence of section 3 of the Area Redevelopment Act (75 Stat. 48; 42 U.S.C. 2502), relating to the annual salary of the Area Redevelopment Administrator in the Department of Commerce, which reads: "who shall receive compensation at a rate equal to that received by Assistant Secretaries of Commerce".

10 USC 135 note.

(23) The last sentence of section 203(b) (1) of the National Security Act of 1947 (72 Stat. 520; 5 U.S.C. 171c(b) (1)), relating to the annual salary of the Director of Defense Research and Engineering in the Department of Defense, which reads: "The compensation of the Director is that prescribed by law for the Secretaries of the military departments."

75 Stat. 822.

(24) In section 303(a) of title 23, United States Code,

(A) That part of the second sentence, relating to the annual salary of the Federal Highway Administrator in the Department of Commerce, which reads: "shall receive basic compensation at the rate prescribed by law for Assistant Secretaries of executive departments and"; and

(B) The last sentence, relating to the annual salary of the Deputy Federal Highway Administrator in such department, which reads: "The Deputy Federal Highway Administrator shall receive basic compensation at a rate \$1,000 less than the rate provided for the Federal Highway Administrator."

(25) The last proviso in the paragraph under the heading "IMMIGRATION AND NATURALIZATION SERVICE" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1959 (72 Stat. 251; 5 U.S.C. 2206, note), relating to the annual salary of the Commissioner of the Immigration and Naturalization Service, which reads: " : *Provided further*, That, hereafter, the compensation of the Commissioner of the Immigration and Naturalization Service shall be \$20,000 per annum".

72 Stat. 1793.

(26) The second paragraph of section 3 of title 35, United States Code, relating to the annual salary of the Commissioner of Patents which reads: "The annual rate of compensation of the Commissioner shall be \$20,000."

(27) That part of section 4(a) of the Peace Corps Act (75 Stat. 612; 22 U.S.C. 2503(a)), relating to the annual salaries of the Director and of the Deputy Director of the Peace Corps, which reads: “, whose compensation shall be fixed by the President at a rate not in excess of \$20,000 per annum,” and “, whose compensation shall be fixed by the President at a rate not in excess of \$19,500 per annum”.

(28)(A) Section 308 of title 39, United States Code, fixing the annual rate of basic compensation of the position of Chief Postal Inspector in the Post Office Department at \$19,000.

74 Stat. 580.

(B) That part of the table of contents of chapter 3 of title 39, United States Code, which reads as follows:

“308. Chief Postal Inspector.”.

(29) That part of the first sentence of section 4 of the International Travel Act of 1961 (75 Stat. 130; 22 U.S.C. 2124), relating to the annual salary of the Director of the United States Travel Service in the Department of Commerce, which reads: “who shall be compensated at the rate of \$19,000 per annum,”.

(30) Section 14(b) of the Federal Employees Health Benefits Act of 1959 (73 Stat. 716; 5 U.S.C. 3013(b)), which fixes the compensation of the Executive Director of the United States Civil Service Commission at \$19,000 per annum.

(31) That part of the first sentence of section 107(c) of the Renegotiation Act of 1951, as amended (73 Stat. 211; 50 U.S.C. App. 1217(c)), relating to the annual salary of the General Counsel of the Renegotiation Board, which reads: “, and shall receive compensation at the rate of \$19,000 per annum”.

(32)(A) That part of the third sentence in section 201(a) of the National Capital Transportation Act of 1960 (74 Stat. 538; 40 U.S.C. 661(a)), relating to the annual salary of the Administrator of the National Capital Transportation Agency, which reads: “, and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended, plus \$500 per annum”.

(B) That part of the first sentence of section 201(b) of such Act (74 Stat. 538; 40 U.S.C. 661(b)), relating to the annual salary of the Deputy Administrator of such Agency, which reads: “, and who shall receive compensation at a rate equal to the maximum rate for grade 18 of the General Schedule of the Classification Act of 1949, as amended”.

(33) The last sentence of section 624(d)(1) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(d)(1)), as amended, fixing the compensation of certain officials in the Department of State, which reads: “The Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually; the Deputy Inspector General, Foreign Assistance, shall receive compensation at the rate of \$20,000 annually, and each Assistant Inspector General, Foreign Assistance, shall receive compensation at the rate of \$19,000 annually.”.

76 Stat. 262;

77 Stat. 388.

(34) That part of section 202 of the Act of July 1, 1960 (74 Stat. 305; 5 U.S.C. 623g), relating to the annual salary of the Administrative Assistant Secretary of Health, Education, and Welfare, which reads: “, and whose annual rate of basic compensation shall be \$19,000”.

(35) That part of the Public Works Appropriation Act, 1963, under the heading “DEPARTMENT OF THE INTERIOR” and under the caption “BUREAU OF RECLAMATION” and the subheading “ADMINISTRATIVE PROVISIONS” (76 Stat. 1223; 43 U.S.C. 373a-1),



relating to the annual salary of the present incumbent of the position of Commissioner of the Bureau of Reclamation, which reads:

"After September 30, 1962, the position of Commissioner of Reclamation shall have the annual rate of compensation as provided for positions listed in section 2205(a) of title 5, United States Code, so long as held by the present incumbent."

(36) That part of the Public Works Appropriation Act, 1962, under the heading "DEPARTMENT OF THE INTERIOR" and under the caption "BONNEVILLE POWER ADMINISTRATION" and the subheading "CONSTRUCTION" (75 Stat. 728; 16 U.S.C. 832a-1), relating to the annual salary of the present incumbent of the position of Administrator, Bonneville Power Administration, which reads:

"After October 1, 1961, the position of Administrator, Bonneville Power Administration, shall have the same annual rate of compensation as that provided for positions listed in section 2205(b) of title 5, United States Code, so long as held by the present incumbent."

(37) Section 205 of the Public Works Appropriation Act, 1958 (71 Stat. 423; 5 U.S.C. 483-1 note, 2206 note), as amended, relating to the salary of the present incumbent of the position of Administrator of the Southwestern Power Administration in the Department of the Interior, and to the salary of the Administrative Assistant Secretary of such Department, which reads:

"SEC. 205. After August 31, 1957, the salary of the Administrator of the Southwestern Power Administration shall be the same as the salary of the Administrator of the Bonneville Power Administration, so long as held by the present incumbent; and the salary of the Administrative Assistant Secretary of the Department shall be the same as the Solicitor of the Department of the Interior."

(38) The proviso in the first paragraph under the heading "FEDERAL BUREAU OF INVESTIGATION" and under the subheading "SALARIES AND EXPENSES" in the Department of Justice Appropriation Act, 1964 (77 Stat. 782; Public Law 88-245), relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation, which reads: "Provided, That the compensation of the Director of the Bureau shall be \$22,000 per annum so long as the position is held by the present incumbent" and provisions to the same effect contained in other appropriation Acts enacted prior to the effective date of this section relating to the annual salary of the present incumbent of the position of Director of the Federal Bureau of Investigation.

(39) That part of section 7801(b)(2) of the Internal Revenue Code of 1954, as amended, relating to the annual salary of the Assistant General Counsel of the Treasury Department who shall be the Chief Counsel for the Internal Revenue Service, which reads: "and shall receive basic compensation at the annual rate of \$19,000".

(40)(A) Sections 3018, 5014, and 8018 of title 10, United States Code, relating to the compensation of the general counsels of the military departments.

(B) The respective tables of contents of chapters 303, 503, and 803 of title 10, United States Code, are amended by striking out

"3018. Compensation of General Counsel.";

"5014. Compensation of General Counsel."; and

"8018. Compensation of General Counsel."

(41)(A) That part of section 2(a) of Reorganization Plan Numbered 2 of 1962 (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the Office of Science and Technology, which reads: "and shall receive compensation at the rate of \$22,500 per annum".

73 Stat. 647.  
26 USC 7801.

72 Stat. 1462,  
1490, 1513.

(B) That part of section 2(b) of such reorganization plan (76 Stat. 1253; 5 U.S.C. 133z-15, note), relating to the compensation of the Deputy Director of the Office of Science and Technology, which reads: "and receive compensation at the rate of \$20,500 per annum".

(C) That part of section 22(a) of such reorganization plan (76 Stat. 1255; 5 U.S.C. 133z-15, note), relating to the compensation of the Director of the National Science Foundation, which reads: "shall receive compensation at the rate of \$21,000 per annum and".

(42) That part of section 624(a) of the Foreign Assistance Act of 1961 (75 Stat. 447; 22 U.S.C. 2384(a)), relating to the compensation of twelve officers in the agency primarily responsible for administering part I of such Act, which reads: "of whom—

"(1) one shall have the rank of an Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Under Secretary of an executive department;

"(2) one shall have the rank of Deputy Under Secretary and shall be compensated at a rate not to exceed the rate authorized by law for any Deputy Under Secretary of an executive department; and

"(3) ten shall have the rank of Assistant Secretaries and shall be compensated at a rate not to exceed the rate authorized by law for any Assistant Secretary of an executive department."

(43) That part of the first sentence of section 104(b) of the Immigration and Nationality Act (66 Stat. 174; 8 U.S.C. 1104(b)), relating to the rank and compensation of the Administrator, Bureau of Security and Consular Affairs, which reads: "and compensation".

(44) That part of section 3 of Reorganization Plan Numbered 1 of 1953 (67 Stat. 631; 5 U.S.C. 623, note), relating to the Special Assistant to the Secretary (Health and Medical Affairs), Department of Health, Education, and Welfare, which reads: "and shall receive compensation at the rate now or hereafter provided by law for assistant secretaries of executive departments".

SEC. 306. (a) (1) Section 508 of title 28, United States Code, is amended to read as follows: 76 Stat. 865.

#### "§ 508. Salaries

"Subject to subsection (f) of section 303 of the Federal Executive Salary Act of 1964, the Attorney General shall fix the annual salaries of United States attorneys, assistant United States attorneys, and attorneys appointed under section 503 of this title at rates of compensation not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended." Ante, p. 421. 62 Stat. 909. Ante, p. 400.

(2) Subject to section 303(f) of this Act, each incumbent United States attorney and assistant United States attorney shall be paid compensation at a rate equal to that of attorneys of comparable responsibility and professional qualifications, as determined by the Attorney General, whose compensation is prescribed in the General Schedule of the Classification Act of 1949, as amended.

(b) Section 411 of the Foreign Service Act of 1946, as amended (70 Stat. 704; 22 U.S.C. 866), relating to the per annum salaries of chiefs of mission, is amended by striking out the second sentence of that section and inserting in lieu thereof the following: "The per annum salaries of chiefs of mission within each class shall be at the rate provided by law for the levels of the Federal Executive Salary Schedule as follows: class 1, the rate for level II; class 2, the rate for level III; class 3, the rate for level IV; and class 4, the rate for level V." Ante, p. 416.

(c) That part of section 201(f) of the National Aeronautics and Space Act of 1958 (72 Stat. 428; 42 U.S.C. 2471(f)), fixing a limit of \$19,000 on the compensation of seven persons in the National Aero- 75 Stat. 792.



Ante, p. 400.

navies and Space Council, is amended by striking out "compensated at the rate of not more than \$19,000 a year," and inserting in lieu thereof "compensated at not to exceed the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended,".

(d) Clause (A) of section 203(b)(2) of the National Aeronautics and Space Act of 1958 (72 Stat. 429; 42 U.S.C. 2473(b)(2)), as amended, is amended to read as follows: "(A) to the extent the Administrator deems such action necessary to the discharge of his responsibilities, he may appoint not more than four hundred and twenty-five of the scientific, engineering, and administrative personnel of the Administration without regard to such laws, and may fix the compensation of such personnel not in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended, and".

(e) Section 6(f) of the Act of September 24, 1959 (73 Stat. 706; 5 U.S.C. 2376(f)), relating to the maximum compensation payable to employees of the Advisory Commission on Intergovernmental Relations, is amended by striking out "at a rate in excess of \$20,000 per annum" and by inserting in lieu thereof "at a rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended".

(f) The Atomic Energy Act of 1954, as amended, is further amended as follows:

(1) In the last sentence of section 24 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2034(a)), relating to the annual salary of the General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the Commission" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the Commission, but not in excess of \$22,000 per annum";

(2) In the last sentence of section 24 b. (71 Stat. 612; 42 U.S.C. 2034(b)), relating to the annual salary of the Deputy General Manager of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,500 per annum";

(3) In the last sentence of section 24 c. (71 Stat. 612; 42 U.S.C. 2034(c)), relating to the annual salaries of the Assistant General Managers (or their equivalents) of such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: ", and shall receive compensation at a rate determined by the General Manager, but not in excess of \$20,000 per annum";

(4) In the second sentence of section 25 a. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(a)), relating to the annual salaries of directors of program divisions of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(5) In section 25 b. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(b)), relating to the annual salary of the General Counsel of such Commission, by striking out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,500 per annum";

(6) In the first sentence of section 25 c. (68 Stat. 925; 71 Stat. 612; 42 U.S.C. 2035(c)), relating to the annual salary of the Director of the Inspection Division in such Commission, by striking

out that part which reads: "and shall receive compensation at a rate determined by the Commission, but not in excess of \$19,000 per annum";

(7) In the last sentence of section 25 d. (71 Stat. 612; 42 U.S.C. 2035(d)), relating to the annual salaries of certain executive management positions in such Commission, (A) by inserting "and" immediately before "shall be removable by the General Manager" and (B) by striking out that part which reads: "and shall receive compensation at a rate determined by the General Manager, but not in excess of \$19,000 per annum"; and

(8) In the second sentence of section 28 (68 Stat. 926; 42 U.S.C. 2038), relating to the compensation of the active member of the Armed Forces serving as Director of the Division of Military Application in such Commission, by striking out that part which reads "and the compensation prescribed in section 25" and inserting in lieu thereof, "and the compensation established for this position pursuant to section 303 or section 309 of the Federal Executive Salary Act of 1964".

(g) Section 2 of the Act of July 30, 1946, as amended (60 Stat. 712; 70 Stat. 740; 22 U.S.C. 287n), relating to the compensation of the United States representatives and alternates at sessions of the General Conference of the United Nations Educational, Scientific, and Cultural Organization, is amended by striking out "Such representatives and alternates shall each be entitled to receive compensation at such rates, not to exceed \$15,000 per annum, as the President may determine," and inserting in lieu thereof "Such representatives and alternates shall each be entitled to receive compensation at such rates provided for Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended, as the President may determine."

Ante, p. 416.

Post, p. 433.

(h) The third sentence of section 2 of the Act of May 29, 1959 (73 Stat. 63; 50 U.S.C. 402, note), is amended to read as follows: "Except as provided in subsection (f) of section 303 of the Federal Executive Salary Act of 1964, no officer or employee of the National Security Agency shall be paid basic compensation at a rate in excess of the highest rate of basic compensation contained in such General Schedule."

Ante, p. 411.

(i) Sections 2 and 3 of the Act of July 25, 1958 (72 Stat. 414; D.C. Code, secs. 1-204a and 1-204b), relating to the compensation of the Commissioners of the District of Columbia, are amended to read as follows:

"SEC. 2. Except as otherwise provided by this section and section 3 of this Act—

"(1) the compensation of the Commissioners of the District of Columbia shall be at the rate of \$25,500 each per annum; and

"(2) the Commissioner detailed from the Corps of Engineers of the United States Army shall receive an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section.

"SEC. 3. Notwithstanding any other provision of law—

"(1) the compensation of the President of the Board of Commissioners of the District of Columbia shall be at the rate of \$26,000 per annum; and

"(2) if the Commissioner detailed from the Corps of Engineers of the United States Army is chosen President of the Board of Commissioners, he shall receive, as President of the Board, an annual compensation which, when added to any compensation he receives as an officer of the United States Army, will equal the compensation authorized by paragraph (1) of this section."



(2) Section 11-702(d) of the District of Columbia Code (77 Stat. 484; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of Appeals, is amended—

(A) by striking out “\$19,000” and inserting in lieu thereof “\$25,000”; and

(B) by striking out “\$18,500” and inserting in lieu thereof “\$24,500”.

(3) Section 11-902(d) of the District of Columbia Code (77 Stat. 487; Public Law 88-241), relating to the rates of annual salary of the chief judge and the associate judges of the District of Columbia Court of General Sessions, is amended—

(A) by striking out “\$18,000” and inserting in lieu thereof “\$24,000”; and

(B) by striking out “\$17,500” and inserting in lieu thereof “\$23,500”.

(4) The first sentence of the second paragraph of section 2 of the District of Columbia Revenue Act of 1937, as amended (D.C. Code, sec. 47-2402), relating to the compensation of the person appointed to the District of Columbia Tax Court, is amended by striking out “\$17,500” and inserting in lieu thereof “\$23,500”.

(5) That part of the salary schedule in section 1 of the District of Columbia Teachers’ Salary Act of 1955, as amended (76 Stat. 1229; D.C. Code, sec. 31-1501), relating to the compensation of the Superintendent of Schools, and Deputy Superintendent of Schools, of the District of Columbia, which reads:

|                                          |          |  |  |  |  |  |  |  |  |    |
|------------------------------------------|----------|--|--|--|--|--|--|--|--|----|
| “Class 1: Superintendent of Schools..... | \$19,000 |  |  |  |  |  |  |  |  |    |
| Class 2: Deputy Superintendent.....      | 16,500   |  |  |  |  |  |  |  |  | ”. |

is amended to read as follows:

|                                          |          |  |  |  |  |  |  |  |  |    |
|------------------------------------------|----------|--|--|--|--|--|--|--|--|----|
| “Class 1: Superintendent of Schools..... | \$26,000 |  |  |  |  |  |  |  |  |    |
| Class 2: Deputy Superintendent.....      | 22,000   |  |  |  |  |  |  |  |  | ”. |

(6) That part of the salary schedule in section 101 of the District of Columbia Police and Firemen’s Salary Act of 1958 (72 Stat. 480), as amended (sec. 4-823, et seq., D.C. Code, 1961 edition), relating to the compensation of the Fire Chief and the Chief of Police, which reads:

|                                                    |        |        |        |        |  |  |  |        |        |  |
|----------------------------------------------------|--------|--------|--------|--------|--|--|--|--------|--------|--|
| “Class 10.....<br>Fire Chief.<br>Chief of Police.” | 17,000 | 17,400 | 17,800 | 18,200 |  |  |  | 18,600 | 19,000 |  |
|----------------------------------------------------|--------|--------|--------|--------|--|--|--|--------|--------|--|

is amended to read as follows:

|                                                    |        |        |        |        |  |  |  |        |        |  |
|----------------------------------------------------|--------|--------|--------|--------|--|--|--|--------|--------|--|
| “Class 10.....<br>Fire Chief.<br>Chief of Police.” | 21,000 | 21,500 | 22,000 | 22,500 |  |  |  | 23,000 | 23,500 |  |
|----------------------------------------------------|--------|--------|--------|--------|--|--|--|--------|--------|--|

(j) (1) The catchline of section 3012 of title 10, United States Code, is amended by striking out “; compensation”

(2) The table of contents of chapter 303 of such title 10 is amended by striking out

“3012. Secretary of the Army: powers and duties; delegation by; compensation.”

and inserting in lieu thereof

“3012. Secretary of the Army: powers and duties; delegation by.”.

(3) The catchline of section 5031 of such title 10 is amended by striking out “; compensation”.

52 Stat. 370;  
69 Stat. 290.

76 Stat. 1239.

(4) The table of contents of chapter 505 of such title 10 is amended by striking out

"5031. Secretary of the Navy: responsibilities; compensation."

and inserting in lieu thereof

"5031. Secretary of the Navy: responsibilities."

(5) The catchline of section 5033 of such title 10 is amended by striking out "**; compensation**".

(6) The table of contents of chapter 505 of such title 10 is amended by striking out

"5033. Under Secretary of the Navy: appointment; duties; compensation."

and inserting in lieu thereof

"5033. Under Secretary of the Navy: appointment; duties."

(7) The catchline of section 8012 of such title 10 is amended by striking out "**; compensation**".

(8) The table of contents of chapter 803 of such title 10 is amended by striking out

"8012. Secretary of the Air Force: powers and duties; delegation by; compensation."

and inserting in lieu thereof

"8012. Secretary of the Air Force: powers and duties; delegation by."

#### CHANGES IN POSITION TITLES

SEC. 307. Whenever reference is made in any law or reorganization plan to the—

Administrative Assistant Attorney General,  
Administrative Assistant Secretary of the Interior,  
Administrative Assistant Secretary of Agriculture,  
Administrative Assistant Secretary of Labor,  
Administrative Assistant Secretary of the Treasury,

or

Administrative Assistant Secretary of Health, Education, and Welfare,

such reference shall be held and considered to mean the—

Assistant Attorney General for Administration,  
Assistant Secretary of the Interior for Administration,  
Assistant Secretary of Agriculture for Administration,  
Assistant Secretary of Labor for Administration,  
Assistant Secretary of the Treasury for Administration, or  
Assistant Secretary of Health, Education, and Welfare for Administration,

respectively.

#### LIMITATION ON SALARIES FIXED BY ADMINISTRATIVE ACTION

SEC. 308. Except as provided by this Act and notwithstanding the provisions of any other law, the head of any executive department, independent establishment, or agency in the executive branch who is authorized to fix by administrative action the annual rate of basic compensation for any position, officer, or employee shall not fix such rate in excess of the highest rate of grade 18 of the General Schedule of the Classification Act of 1949, as amended. Nothing contained in this section shall be construed to impair the authorities provided in the Central Intelligence Agency Act of 1949, as amended (50 U.S.C. 403a and following), in section 3 of the Tennessee Valley Authority Act of 1933 (16 U.S.C. 831b), in section 9 of the Federal Deposit Insurance Act (12 U.S.C. 1819), in section 11 of the Federal Reserve

Ante, p. 400.

63 Stat. 208.

48 Stat. 59.

64 Stat. 881.



78 STAT. 433.

38 Stat. 261.

Act (12 U.S.C. 248), or in section 5240 of the Revised Statutes (12 U.S.C. 481, relating to the Comptroller of the Currency).

#### MISCELLANEOUS POSITIONS IN THE EXECUTIVE BRANCH

SEC. 309. Each office or position in the executive branch specifically referred to in, or covered by, any conforming change in law made by section 305 of this Act, or any other office or position in the executive branch for which the annual salary is established pursuant to special provision of law enacted prior to the date of enactment of this Act, at a figure of \$18,500 or above, which is not placed in a level of the Federal Executive Salary Schedule pursuant to section 303 of this Act, shall be paid basic compensation at a rate which is equal to the salary rate of a grade and step of the General Schedule of the Classification Act of 1949, as amended. All actions taken under this section shall be reported to the United States Civil Service Commission and published in the Federal Register, except when it is determined by the President that such report and publication would be contrary to the interest of national security.

Ante, p. 400.  
Report to Civil  
Service Commis-  
sion.  
Publication in  
F. R.

#### SAVING PROVISIONS

SEC. 310. (a) Except as provided by this Act, the changes in existing law made by this Act shall not affect any office or position existing immediately prior to the effective date of any such changes in existing law, the compensation attached to such office or position, and any incumbent thereof, his appointment thereto, and his entitlement to receive the compensation attached thereto, until appropriate action is taken in accordance with this Act or other law.

(b) Notwithstanding any provision of this Act, the rate of basic, gross, or total annual compensation received by any officer or employee immediately prior to the effective date of this section shall not be reduced by reason of enactment of this Act.

#### TITLE IV—FEDERAL JUDICIAL SALARIES

Federal Judicial  
Salary Act of  
1964.

SEC. 401. This title may be cited as the "Federal Judicial Salary Act of 1964".

60 Stat. 329.  
62 Stat. 843.

65 Stat. 725;  
62 Stat. 918,  
914.

SEC. 402. (a) The rates of basic compensation of officers and employees in or under the judicial branch of the Government whose rates of compensation are fixed by or pursuant to paragraph (2) of subdivision a of section 62 of the Bankruptcy Act (11 U.S.C. 102(a)(2)) section 3656 of title 18, United States Code, the third sentence of section 603, sections 672 to 675, inclusive, or section 604(a)(5), of title 28, United States Code, insofar as the latter section applies to graded positions, are hereby increased by amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. The rates of basic compensation of officers and employees holding ungraded positions and whose salaries are fixed pursuant to section 604(a)(5) may be increased by the amounts reflecting the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended.

(b) The limitations provided by applicable law on the effective date of this section with respect to the aggregate salaries payable to secretaries and law clerks of circuit and district judges are hereby increased by amounts which reflect the respective applicable increases provided by title I of this Act in corresponding rates of compensation

for officers and employees subject to the Classification Act of 1949, as amended.

(c) Section 753(e) of title 28, United States Code (relating to the compensation of court reporters for district courts), is amended by striking out the existing salary limitation contained therein and inserting a new limitation which reflects the respective applicable increases provided by title I of this Act in corresponding rates of compensation for officers and employees subject to the Classification Act of 1949, as amended. 76 Stat. 866.

(d) Section 40a of the Bankruptcy Act (11 U.S.C. 68(a)), as amended, relating to the compensation of full-time and part-time referees in bankruptcy, is amended by striking out the existing compensation limitations contained therein and inserting new limitations of "\$22,500" and "\$11,000", respectively. 70 Stat. 151.

SEC. 403. (a) Section 5 of title 28, United States Code, relating to the salaries of the Chief Justice of the United States and of the Associate Justices of the Supreme Court of the United States, is amended by striking out "\$35,500" and substituting therefor "\$40,000", and by striking out "\$35,000" and substituting therefor "\$39,500". 69 Stat. 9.

(b) Section 44(d) of title 28, United States Code, relating to circuit judges, is amended by striking out "\$25,500" and substituting therefor "\$33,000". 69 Stat. 10.

(c) Section 135 of title 28, United States Code, relating to district judges, is amended by striking out "\$22,500" and substituting therefor "\$30,000", and by striking out "\$23,000" and substituting therefor "\$30,500".

(d) Section 173 of title 28, United States Code, relating to judges of the Court of Claims, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(e) Section 213 of title 28, United States Code, relating to judges of the Court of Customs and Patent Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000".

(f) Section 252 of title 28, United States Code, relating to judges of the Customs Court, is amended by striking out "\$22,500" and substituting therefor "\$30,000".

(g) The first paragraph of section 603 of title 28, United States Code, relating to the compensation of the Director and the Deputy Director of the Administrative Office of the United States Courts, is amended to read as follows: 63 Stat. 881.

"The Director shall receive a salary of \$27,000 a year. The Deputy Director shall receive a salary of \$26,000 a year."

(h) Subsection (b) of section 792 of title 28, United States Code, relating to the compensation of commissioners of the Court of Claims, is amended to read as follows: 68 Stat. 1241; 70 Stat. 739.

"(b) Each commissioner shall receive basic compensation at the rate of \$26,000 a year, and also all necessary traveling expenses and a per diem allowance as provided in the Travel Expense Act of 1949, as amended, while traveling on official business and away from Washington, District of Columbia." 63 Stat. 166. 5 USC 835 note.

(i) Section 7443(c) of the Internal Revenue Code of 1954 (68A Stat. 879), as amended, relating to judges of the Tax Court of the United States, is further amended by striking out "\$22,500" and substituting therefor "\$30,000". 69 Stat. 10.

(j) Section 867(a)(1) of title 10, United States Code, relating to judges of the Court of Military Appeals, is amended by striking out "\$25,500" and substituting therefor "\$33,000". 70A Stat. 60.



TITLE V—EFFECTIVE DATES

SEC. 501. (a) Except to the extent provided in subsections (b) and (c) of this section, this Act and the increases in compensation made by this Act shall become effective on the first day of the first pay period which begins on or after July 1, 1964.

Members of  
Congress.  
Ante, p. 415.

(b) Section 204 of this Act, relating to increases in compensation for Members of Congress, shall become effective at noon on January 3, 1965.

(c) Notwithstanding any other provision of this Act (but except as otherwise provided in subsection (b) of this section)—

(1) no rate of compensation which is equal to or in excess of \$22,000 per annum shall be increased in any amount, by reason of section 202 of this Act, until the first day of the first pay period which begins on or after January 1, 1965; and

(2) no rate of compensation which is less than \$22,000 per annum shall be increased to an amount per annum in excess of \$22,000, by reason of section 202 or 203(g) of this Act, until the first day of the first pay period which begins on or after January 1, 1965.

Life insurance,  
amount.  
68 Stat. 736.  
5 USC 2091 note.  
Retroactive  
provisions.

(d) For the purpose of determining the amount of insurance for which an individual is eligible under the Federal Employees' Group Life Insurance Act of 1954, all changes in rates of compensation or salary which result from the enactment of this Act shall be held and considered to be effective as of the date of such enactment.

64 Stat. 395.

SEC. 502. (a) Retroactive compensation or salary shall be paid by reason of this Act only in the case of an individual in the service of the United States (including service in the Armed Forces of the United States) or the municipal government of the District of Columbia on the date of enactment of this Act, except that such retroactive compensation or salary shall be paid (1) to an officer or employee who retired during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act for services rendered during such period and (2) in accordance with the provisions of the Act of August 3, 1950 (Public Law 636, Eighty-first Congress), as amended (5 U.S.C. 61f-61k), for services rendered during the period beginning on the effective date prescribed by section 501(a) and ending on the date of enactment of this Act by an officer or employee who dies during such period. Such retroactive compensation or salary shall not be considered as basic salary for the purpose of the Civil Service Retirement Act in the case of any such retired or deceased officer or employee.

70 Stat. 736.  
5 USC 2251 note.

(b) For the purposes of this section, service in the Armed Forces of the United States, in the case of an individual relieved from training and service in the Armed Forces of the United States or discharged from hospitalization following such training and service, shall include the period provided by law for the mandatory restoration of such individual to a position in or under the Federal Government or the municipal government of the District of Columbia.

Approved August 14, 1964.

(over)

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LEGISLATIVE HISTORY:

HOUSE REPORTS: No. 1388 (Comm. on Post Office & Civil Service) and  
No. 1647 (Comm. of Conference).  
SENATE REPORT: No. 1121 (Comm. on Post Office & Civil Service).  
CONGRESSIONAL RECORD, Vol. 110 (1964):  
June 11: Considered and passed House.  
July 1: Considered in Senate.  
July 2: Considered and passed Senate, amended.  
July 30: House agreed to Conference.  
Aug. 4: Conference report agreed to in House and Senate.





## OFFICE OF THE WHITE HOUSE PRESS SECRETARY

## THE WHITE HOUSE

REMARKS OF THE PRESIDENT  
ON SIGNING THE CIVILIAN PAY RAISE BILL  
THE ROSE GARDEN

Members of Congress, Ladies and Gentlemen:

For many reasons, this is both a proud and a very gratifying occasion for me. There have been 16 Presidents in the Twentieth Century. Only one of that number has had the opportunity to sign his name to more major legislation from one session of Congress than I will sign this year. In fact, I think it can be said that, while there were a few exceptions this Congress has displayed a greater freedom from mere partisanship than any other peacetime Congress since the Administration of President Washington himself."

Those words are not my own. As some may recognize, that was the tribute paid to the Second Session of the 73rd Congress on June 28, 1934 by President Franklin D. Roosevelt. That session produced 32 major legislative accomplishments. This session of the energetic, even-handed, and effective 88th Congress has produced 25 major measures already. Since none of us are in a hurry to get home, there may be many more.

There is one indelible lesson from this. Our American system functions best when it functions as the Founding Fathers intended, without divisive partisanship, with a united will to put the country and the people first. We don't have to have stalemates. We don't have to have issues carrying over from session to session, generation to generation, or even century to century. We can make this system work and that is what members of both parties in both houses of the Congress are doing.

Of the many measures enacted this year, this legislation ranks near the top of the list in importance to the entire country. This is much more than just a pay bill. It is, as the title says, a reform measure, The Government Employees Salary Reform Act of 1964. For the first time this gives us the tools to identify and inspire, to reward and retain excellence in our Federal service. This is one of the most profound advances in the last 30 years or longer. We are very sensibly putting behind us in this country the concept that the Federal service can be treated indifferently as a massive, mindless, faceless, anonymous bureaucracy.

America's challenges cannot be met in this modern world by mediocrity at any level, public or private. All through our society we must search for brilliance, welcome genius, strive for excellence and this measure will help us to do that in our Federal government. This legislation provides both the flexibilities and the incentives to recognize differences between marginal, competent, and superior performance.

MORE

(OVER)



I hope that every responsible manager will use these tools fully, use them equitably, and use them conscientiously. Our continuing goal is to fulfill the mandate of making Federal salaries reasonably comparable with those of private life. Alongside that goal is the parallel objective of expecting and achieving high productivity. Everyone in the Federal service, from the lowest grade to the highest, has the responsibility of assuring the American taxpayer full value for every dollar spent and that no dollar will be spent unnecessarily.

The United States Government has great responsibilities as our largest employer. This legislation helps us set a better example. I might note especially that the salary increases, when averaged across the years of no increase, are within the range of the wage guideposts suggested for private enterprise.

I congratulate the Congress, the Federal employees, and the leaders of their groups who are here this morning, and I might say a special thanks to three outstanding journalistic "Congressmen" the gentlemen from the Washington Post, Star and News, Mr. Kluttz, Mr. Young, and Mr. Cramer.

END







88TH CONGRESS  
2D SESSION

# H. R. 11049

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IN THE SENATE OF THE UNITED STATES

JUNE 24, 1964

Referred to the Committee on Post Office and Civil Service and ordered  
to be printed

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## AMENDMENT

Intended to be proposed by Mr. KEATING to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: On page 79, lines 22-24, strike section 601 (b) and insert new section 601 (b) as follows:

- 1 (b) The increases in compensation for Members of
- 2 Congress, as provided in section 204 of this Act, shall be-
- 3 come effective no earlier than January 3, 1965, and shall
- 4 not become effective thereafter until such time as Congress
- 5 has adopted legislation requiring every Member of Congress,
- 6 and each employee of the House of Representatives and
- 7 the Senate on or before the 15th day of April of each year,
- 8 beginning with the year 1965, to file with the Clerk of the



1 House or the Secretary of the Senate, as the case may be,  
2 a statement setting forth the amount or amounts of all com-  
3 pensation and income which such Member or employee shall  
4 have received during the immediately preceding calendar  
5 year from any source or sources, other than compensation or  
6 income received by him for or in connection with his service  
7 as such Member or employee of Congress. Such statements  
8 filed with the Clerk of the House or the Secretary of the  
9 Senate, as the case may be, and any related information  
10 filed therewith, shall be held by the Clerk of the House and  
11 the Secretary of the Senate as matters of public record and  
12 shall be available for public access thereto at any time during  
13 the regular business hours of the Office of the Clerk of the  
14 House or the Secretary of the Senate, as the case may be.





**Amdt. No. 1075**

88<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

**H. R. 11049**

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## **AMENDMENT**

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Intended to be proposed by Mr. KEATING to  
H.R. 11049, an Act to adjust the rates of  
basic compensation of certain officers and  
employees in the Federal Government, and  
for other purposes.

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**JUNE 24, 1964**

Referred to the Committee on Post Office and Civil  
Service and ordered to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

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IN THE SENATE OF THE UNITED STATES

JUNE 26, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. WILLIAMS of Delaware (for himself and Mr. DOMINICK) to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: At the appropriate place insert a new section as follows:

- 1       Notwithstanding any other provisions of this bill the
- 2 effective date of any increase on any salary of \$20,000 or
- 3 over, shall be the first day of the first month after the close
- 4 of a fiscal year with a balanced Federal budget.

**Amdt. No. 1078**



**Amdt. No. 1078**

**Calendar No. 1063**

**88TH CONGRESS  
2D SESSION**

**H. R. 11049**

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## **AMENDMENT**

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Intended to be proposed by Mr. WILLIAMS of Delaware (for himself and Mr. DOMINICK) to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 26, 1964**

**Ordered to lie on the table and to be printed**

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

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IN THE SENATE OF THE UNITED STATES

JUNE 29, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. WILLIAMS of Delaware to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: At the end of the bill add a new section as follows:

1        SEC. . (a) Section 2 (a) of the Act entitled "An Act  
2 to prohibit payment of annuities to officers and employees of  
3 the United States convicted of certain offenses, and for other  
4 purposes", approved September 1, 1954, as amended (5  
5 U.S.C. 2283 (a) ), is amended to read as follows:

6        "(a) There shall not be paid to any person who, prior  
7 to, on, or after September 26, 1961, has refused or refuses, or  
8 knowingly and willfully has failed or fails, to appear, testify,  
9 or produce any book, paper, record, or other document,  
10 relating to his service as an officer or employee of the Gov-

Amdt. No. 1079



1 ernment, in any proceeding before a Federal grand jury,  
2 court of the United States, court-martial, or congressional  
3 committee, or to the survivor or beneficiary of such person,  
4 for any period subsequent to September 26, 1961, or sub-  
5 sequent to the date of such failure or refusal of such person,  
6 whichever date is later, any annuity or retired pay on the  
7 basis of the service of such person (subject to the exceptions  
8 contained in sections 10 (2) and (3) of this Act) which is  
9 creditable toward such annuity or retired pay.”

10 (b) Notwithstanding the provisions of such section 2  
11 (a), as amended, no person shall be required, by reason of  
12 the amendment made by this section, to refund any annuity  
13 or retired pay paid to such person prior to the date of enact-  
14 ment of this Act.





**Amdt. No. 1079**

**Calendar No. 1063**

**88TH CONGRESS  
2D SESSION**

**H. R. 11049**

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# **AMENDMENT**

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Intended to be proposed by Mr. WILLIAMS of Delaware to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 29, 1964**

**Ordered to lie on the table and to be printed**

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

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IN THE SENATE OF THE UNITED STATES

JUNE 30, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. LAUSCHE to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: At the end of the bill add the following new section:

1        SEC. 502. Section 1 (e) of the Civil Service Retirement  
2 Act, as amended (5 U.S.C. 2251 (e) ) is amended to read  
3 as follows:

4        “(e) The term ‘average salary’ shall mean the largest  
5 annual rate resulting from averaging (1) an employee’s  
6 rates of basic salary in effect during any period of five  
7 consecutive years of creditable service or (2) a Member’s  
8 rates of basic salary in effect during his entire Member  
9 service, with each rate weighted by the time it was in effect.”

**Amdt. No. 1081**



**Amdt. No. 1081**

**Calendar No. 1063**

**88TH CONGRESS  
2D Session**

**H. R. 11049**

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## **AMENDMENT**

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Intended to be proposed by Mr. LAUSCHÉ to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 30, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JUNE 30, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. CLARK (for himself, Mr. HART, Mr. CASE, and Mrs. NEUBERGER) to the amendment numbered 1075 intended to be proposed by Mr. KEATING to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: In lieu of the amendment proposed to be made by amendment numbered 1075, the following amendment is proposed: At the end of the bill insert the following new title:

1        TITLE VI—INTEGRITY IN GOVERNMENT

2        SEC. 601. (a) Each Member of the Senate and the  
3 House of Representatives (including the Resident Commis-  
4 sioner), each civil or military officer and each employee of  
5 the executive or legislative branch of the Government of the  
6 United States or any department or agency thereof who is



1 compensated at a rate in excess of \$15,000 per annum shall  
2 file annually, and each individual who is a candidate of a  
3 political party in a general election for the office of Senator  
4 or Representative, or Resident Commissioner in the House  
5 of Representatives but who, at the time he becomes a can-  
6 didate does not occupy any such office, shall file within one  
7 month after he becomes a candidate for such office, with  
8 the Comptroller General a report containing a full and  
9 complete statement of—

10           (1) the amount and source of each item of in-  
11 come, each item of reimbursement for any expenditure,  
12 and each gift or aggregate of gifts from one source (other  
13 than gifts received from any relative or his spouse)  
14 received by him or by him and his spouse jointly during  
15 the preceding calendar year which exceeds \$100 in  
16 amount or value; including any fee or other honorar-  
17 ium received by him for or in connection with the prepa-  
18 ration or delivery of any speech or address, attendance  
19 at any convention or other assembly of individuals, or  
20 the preparation of any article or other composition for  
21 publication, and the monetary value of subsistence, en-  
22 tertainment, travel, and other facilities received by him  
23 in kind;

24           (2) the value of each asset held by him, or by  
25 him and his spouse jointly, and the amount of each lia-

bility owned by him, or by him and his spouse jointly,  
as of the close of the preceding calendar year;

(3) all dealings in securities or commodities by  
him, or by him and his spouse jointly, or by any person  
acting on his behalf or pursuant to his direction during  
the preceding calendar year; and

(4) all purchases and sales of real property or  
any interest therein by him, or by him and his spouse  
jointly, or by any person acting on his behalf or pur-  
suant to his direction, during the preceding calendar  
year.

(b) Except as hereinbefore provided, reports required  
by this section (other than reports so required by candi-  
dates of political parties) shall be filed not later than April  
30 of each year. In the case of any person who ceases,  
prior to such date in any year, to occupy the office or posi-  
tion the occupancy of which imposes upon him the report-  
ing requirements contained in subsection (a) shall file such  
report on the last day he occupies such office or position, or  
on such later date, not more than three months after such  
last day, as the Comptroller General may prescribe.

(c) Reports required by this section shall be in such  
form and detail as the Comptroller General may prescribe.  
The Comptroller General may provide for the grouping  
of items of income, sources of income, assets, liabilities, deal-



1 ings in securities or commodities, and purchases and sales  
2 of real property, when separate itemization is not feasible  
3 or is not necessary for an accurate disclosure of the income,  
4 net worth, dealing in securities and commodities, or pur-  
5 chases and sales of real property of any individual.

6 (d) Each report required by this section shall be made  
7 under penalty for perjury. Any person who willfully fails  
8 to file a report required by this section, or who knowingly  
9 and willfully files a false report under this section, shall be  
10 fined \$2,000, or imprisoned for not more than five years,  
11 or both.

12 (e) All reports filed under this section shall be main-  
13 tained by the Comptroller General as public records which,  
14 under such reasonable regulations as he shall prescribe,  
15 shall be available for inspection by members of the public.

16 (f) For the purposes of any report required by this  
17 section, an individual shall be considered to have been a  
18 Member of the Senate or House of Representatives, a  
19 Resident Commissioner, or an officer or employee of the  
20 executive or legislative branch of the Government of the  
21 United States or any department or agency thereof, during  
22 any calendar year if he served in any such position for more  
23 than six months during such calendar year.

1 (g) As used in this section—

2 (1) The term “income” means gross income as defined  
3 in section 61 of the Internal Revenue Code of 1954.

4 (2) The term “security” means security as defined in  
5 section 2 of the Securities Act of 1933, as amended (15  
6 U.S.C. 77b).

7 (3) The term “commodity” means commodity as de-  
8 fined in section 2 of the Commodity Exchange Act, as  
9 amended (7 U.S.C. 2).

10 (4) The term “dealings in securities or commodities”  
11 means any acquisition, holding, withholding, use, transfer,  
12 disposition, or other transaction involving any security or  
13 commodity.

14 SEC. 602. Section 5 of the Administrative Procedure Act  
15 (5 U.S.C. 1004) is amended by inserting at the end thereof  
16 the following new subsection:

17 “(e) Communications to agency: All written com-  
18 munications and memoranda stating the circumstances,  
19 source, and substance of all oral communications made to the  
20 agency, or any officer or employee thereof, with respect to  
21 such case by any person who is not an officer or employee  
22 of the agency shall be made a part of the public record of



1 such case. This subsection shall not apply to communica-  
2 tions to any officer, employee, or agent of the agency en-  
3 gaged in the performance of investigative or prosecuting  
4 functions for the agency with respect to such case."

5       SEC. 603. (a) (1) There is hereby authorized to be estab-  
6 lished a Commission to be known as the "Commission on  
7 Legislative Standards" (hereinafter referred to as the "Com-  
8 mission") which shall be composed of four members to be  
9 appointed by the President pro tempore of the Senate and  
10 four members to be appointed by the Speaker of the House  
11 of Representatives.

12       (2) The members shall be citizens of the United States

13       (A) who are interested in good government and who by  
14 reason of professional training and experience are peculiarly  
15 qualified to carry out the duties of the Commission, and

16       (B) who hold no elective or party office or position.

17       (3) The Commission shall select a Chairman and a  
18 Vice Chairman from among its members and shall establish  
19 rules for its procedure.

20       (4) Any vacancy in the Commission shall not affect its  
21 powers, but shall be filled in the same manner in which the  
22 original appointment was made.

23       (5) The members of the Commission shall each receive  
24 \$50 per diem when engaged in the actual performance of  
25 duties vested in the Commission, plus reimbursement for

1 travel, subsistence, and other necessary expenses incurred  
2 by them in the performance of such duties.

3 (b) Five members of the Commission shall constitute a  
4 quorum.

5 (c) (1) The Commission shall have power to appoint  
6 and fix the compensation of such personnel as it deems ad-  
7 visable, without regard to the provisions of the civil service  
8 laws and the Classification Act of 1949, as amended.

9 (2) The Commission is authorized without regard to  
10 any other provision of law to reimburse employees, experts,  
11 and consultants for travel, subsistence, and other necessary  
12 expenses incurred by them in the performance of their offi-  
13 cial duties and to make reasonable advances to such persons  
14 for such purposes.

15 (d) The Commission shall conduct a thorough study of  
16 problems of conflicts of interest and of relations with execu-  
17 tive and other agencies which confront Members of Congress  
18 with a view to devising and recommending measures and  
19 procedures to deal with such problems.

20 (e) (1) The Commission or any duly authorized sub-  
21 committee thereof may, for the purposes of carrying out the  
22 provisions of this section, hold such hearings and sit and act  
23 at such times and places, administer such oaths, and require  
24 by subpoena or otherwise the attendance and testimony of  
25 such witnesses and the production of such books, records,



1 correspondence, memorandums, papers, and documents as  
2 the Commission or such subcommittee may deem advisable.  
3 Subpenas may be issued under the signature of the Chair-  
4 man of the Commission, or the chairman of any such sub-  
5 committee (with the approval of a majority of the members  
6 thereof), and may be served by any person designated by  
7 the Chairman of the Commission or the Chairman of any  
8 such subcommittee. The provisions of sections 102 to 104,  
9 inclusive, of the Revised Statutes (U.S.C., title 2, sec. 192-  
10 194), shall apply in the case of any failure of any witness  
11 to comply with any subpoena or to testify when summoned  
12 under authority of this subsection.

13 (2) The Commission may authorize the Chairman to  
14 make the expenditures herein authorized and such other ex-  
15 penditures as the Commission may deem advisable. When  
16 the Commission ceases its activities it shall submit to the  
17 Appropriations Committees of the Senate and the House of  
18 Representatives a statement of its fiscal transactions prop-  
19 erly audited by the Comptroller General of the United  
20 States.

21 (3) The Commission is authorized to secure from any  
22 department, agency, independent instrumentality of the  
23 Government or congressional committee any information it  
24 deems necessary to carry out its functions under this section;  
25 and each such department, agency, and instrumentality is

1 authorized and directed to furnish such information to the  
2 Commission, upon request made by the Chairman of the  
3 Commission.

4 (f) The Commission shall submit a final report of its  
5 activities and the results of its studies and investigations,  
6 together with such legislative recommendations as it may  
7 deem advisable, to the Congress not later than January 30,  
8 1965, at which time the Commission shall cease to exist.

9 (g) There are hereby authorized to be appropriated  
10 such sums as may be necessary to carry out the provisions  
11 of this section.



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**AMENDMENT**

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Intended to be proposed by Mr. Clark (for himself, Mr. Hart, Mr. Case, and Mrs. Neuberger) to the amendment numbered 1075 intended to be proposed by Mr. Keating to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 30, 1964**

Ordered to lie on the table and to be printed

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JUNE 30, 1964

Ordered to lie on the table and be printed

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## AMENDMENTS

Intended to be proposed by Mr. PROXMIRE to H.R. 11049,  
an Act to adjust the rates of basic compensation of cer-  
tain officers and employees in the Federal Government,  
and for other purposes, viz:

1       Beginning with line 23 on page 108, strike out over  
2 through line 8 on page 115.

3       Redesignate titles III and IV as II and III, respec-  
4 tively; redesignate sections 301 to 310 as 201 to 210, re-  
5 spectively; and redesignate sections 401 to 403 as 301 to  
6 303, respectively.

7       Beginning with line 4 on page 166, strike out over  
8 through line 2 on page 167 and insert in lieu thereof the  
9 following:

**Amdt. No. 1084**



1                   “TITLE IV—EFFECTIVE DATE

2                   “SEC. 401. This Act and the increases in compensation  
3   made by this Act shall become effective on July 1, 1964.”

**Amdt. No. 1084**

**Calendar No. 1063**

**88TH CONGRESS  
2D SESSION**

**H. R. 11049**

## **AMENDMENTS**

Intended to be proposed by Mr. PROXMIRE to  
H.R. 11049, an Act to adjust the rates of  
basic compensation of certain officers and  
employees in the Federal Government, and  
for other purposes.

**JUNE 30, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JUNE 30, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. MORSE to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: On page 167, at end of line 2, insert a new title, as follows:

1 TITLE VI

2 That each Member of the Senate and House of Repre-  
3 sentatives (including each Delegate and Resident Com-  
4 missioner) ; each officer and employee of the United States  
5 who (1) receives a salary at a rate of \$10,000 or more per  
6 annum or (2) holds a position of grade GS-15 or above,  
7 and each officer in the Armed Forces of the rank of colonel,  
8 or its equivalent, and above; and each member, chairman,  
9 or other officer of the national committee of a political party

**Amdt. No. 1087**



1 shall file annually with the Comptroller General a report  
2 containing a full and complete statement of—

3 (1) the amount and resources of all income and  
4 gifts (of \$100 or more in money or value, or in the  
5 case of multiple gifts from one person, aggregating \$100  
6 or more in money or value) received by him or any  
7 person on his behalf during the preceding calendar  
8 year;

9 (2) the value of each asset held by or entrusted  
10 to him or by or to him and any other person and the  
11 amount of each liability owed by him, or by him  
12 together with any other person as of the close of the  
13 preceding year; and

14 (3) the amount and source of all contributions dur-  
15 ing the preceding calendar year to any person who re-  
16 ceived anything of value on his behalf or subject to his  
17 direction or control or who, with his acquiescence,  
18 makes payments for any liability or expense incurred  
19 by him.

20 SEC. 2. Each person required by the first section to file  
21 reports shall, in addition, file semiannually with the Comp-  
22 troller General a report containing a full and complete state-  
23 ment of all dealings in securities or commodities by him, or  
24 by any person acting on his behalf or pursuant to his direc-  
25 tion, during the preceding six-month period.

1        SEC. 3. (a) Except as provided in subsection (b), the  
2 reports required by the first section of this Act shall be  
3 filed not later than March 31 of each year; and the reports  
4 required by section 2 shall be filed not later than July 31  
5 of each year for the six-month period ending June 30 of  
6 such year, and not later than January 31 of each year for  
7 the six-month period ending December 31 of the preceding  
8 year.

9        (b) In the case of any person required to file reports  
10 under this Act whose service terminates prior to the date  
11 prescribed by subsection (a) as the date for filing any report,  
12 such report shall be filed on the last day of such person's  
13 service, or on such later date, not more than three months  
14 after the termination of such service, as the Comptroller  
15 General may prescribe.

16        SEC. 4. The reports required by this Act shall be in such  
17 form and detail as the Comptroller General may prescribe.  
18 The Comptroller General may provide for the grouping of  
19 items of income, sources of income, assets, liabilities, and  
20 dealings in securities or commodities, when separate itemiza-  
21 tion is not feasible or not necessary for an accurate disclosure  
22 of a person's income, net worth, or dealings in securities, and  
23 commodities.

24        SEC. 5. Any person who willfully fails to file a report  
25 required by this Act or who willfully and knowingly files a



1 false report shall be fined \$2,000 or imprisoned for not  
2 more than five years, or both.

3 SEC. 6. (a) As used in this Act—

4 (1) the term “income” means gross income as defined  
5 in section 22 (a) of the Internal Revenue Code.

6 (2) The term “security” means security as defined in  
7 section 2 of the Securities Act of 1933, as amended (U.S.C.,  
8 title 15, sec. 77b).

9 (3) The term “commodity” means commodity as de-  
10 fined in section 2 of the Commodity Exchange Act, as  
11 amended (U.S.C., title 7, sec. 2).

12 (4) the term “dealings in securities or commodities”  
13 means any acquisition, holding, withholding, use, transfer,  
14 disposition, or other transaction involving any security or  
15 commodity.

16 (5) The term “person” includes an individual, part-  
17 nership, trust, estate, association, corporation, or society.

18 (b) For the purposes of any report required by this  
19 Act, a person shall be considered to be a Member of the  
20 Senate or House of Representatives, an officer or employee  
21 of the United States and of the armed services as described  
22 in the first section of this Act, or a member, chairman, or  
23 other officer of the national committee of a political party,  
24 if he served (with or without compensation) in any such  
25 position during the period to be covered by such report, not-

1 withstanding that his service may have terminated prior to  
2 December 31 of such calendar year.

3       SEC. 7. The Comptroller General shall have authority  
4 to issue, reissue, and amend rules and regulations governing  
5 the publication of reports, or any part of them. He shall  
6 prescribe fees to cover the cost of reproduction. In formu-  
7 lating such rules and regulations, he shall seek to maximize  
8 the availability of reports for purposes of informing the  
9 public and agencies and officials of the Federal and local  
10 government, and to minimize use of such records for private  
11 purposes.



**Amdt. No. 1087**

**Calendar No. 1063**

**88<sup>TH</sup> CONGRESS  
2<sup>D</sup> Session**

**H. R. 11049**

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# **AMENDMENT**

---

Intended to be proposed by Mr. Morse to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 30, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JUNE 30, 1964

Ordered to lie on the table and to be printed

---

## AMENDMENT

Intended to be proposed by Mr. KEATING (for himself and Mr. JAVITS to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: On page 167, after line 2 add a new title to read as follows:

1 TITLE VI—DISCLOSURE OF OUTSIDE ASSETS AND  
2 EARNINGS

3 SEC. 601. On April 15, 1965, and annually thereafter  
4 every Member, officer, and employee of Congress, whose  
5 gross congressional compensation is \$10,000 or more, shall  
6 file with the Comptroller General in accordance with such  
7 regulations as shall be prescribed by the Comptroller Gen-  
8 eral: (1) a statement of any financial interest having a value  
9 of \$5,000 or more in any activity subject to the jurisdiction  
10 of a regulatory agency; (2) a statement of the amount and



1 source of all compensation and income which he has received  
 2 from outside sources in excess of \$100.

3 SEC. 602. Notwithstanding any other provision of this  
 4 Act, no increase in compensation for any Member, officer,  
 5 or employee of Congress shall become effective until such  
 6 Member, officer, or employee has filed the statements re-  
 7 quired by section 601 of this Act.

**Amdt. No. 1088**

**Calendar No. 1063**

88TH CONGRESS  
 2d Session

**H. R. 11049**

## **AMENDMENT**

Intended to be proposed by Mr. KEATING (for himself and Mr. JAVITS) to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

**JUNE 30, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JULY 1, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. MORSE to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz:

1 On page 157, in the table following line 21, strike out:

|                                             |          |
|---------------------------------------------|----------|
| "Class 1: Superintendent of<br>Schools----- | \$25,000 |
| Class 2: Deputy Superintendent-----         | 21,000"  |

2 and insert in lieu thereof:

|                                             |          |
|---------------------------------------------|----------|
| "Class 1: Superintendent of<br>Schools----- | \$26,000 |
| Class 2: Deputy Superintendent-----         | 22,000"  |

**Amdt. No. 1089**



**Amdt. No. 1089**

**Calendar No. 1063**

88<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

**H. R. 11049**

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## **AMENDMENT**

---

Intended to be proposed by Mr. Morse to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JULY 1, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

IN THE SENATE OF THE UNITED STATES

JULY 1, 1964

Ordered to lie on the table and to be printed

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## AMENDMENTS

Intended to be proposed by Mr. MORSE to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz:

- 1       On page 118, after line 25, insert the following:
- 2           “(26) Chairman, National Mediation Board.
- 3           “(27) Chairman, Railroad Retirement Board.”
- 4       On page 119, renumber items (26) to (33) as (28) to
- 5       (35), respectively.
- 6       On page 119, between lines 12 and 13, insert the fol-
- 7       lowing:
- 8           “(36) Director of the Federal Mediation and Con-
- 9       ciliation Service.”

Amdt. No. 1090



1        On page 119, renumber items (34) to (40) as (37) to  
2        (43), respectively.

3        On page 121, strike out lines 12 and 13.

4        On page 121, renumber items (27) to (32) as (25) to  
5        (30), respectively.

6        On page 122, strike out lines 1 and 2.

7        On pages 122, 123, and 124 renumber items (34) to  
8        (68), inclusive, as items (31) to (65), respectively.

9        On page 124, between lines 11 and 12, insert the fol-  
10       lowing:

11                “(66) Members, National Mediation Board.

12                “(67) Members, Railroad Retirement Board.”

13        On page 124, renumber items (69) to (71) as (68) to  
14        (70), respectively.

15        On page 132, strike out lines 6 and 7.

16        On page 132, renumber items (93) to (97) as (91) to  
17        (95), respectively.





**Amdt. No. 1090**

**Calendar No. 1063**

**88TH CONGRESS  
2D SESSION**

**H. R. 11049**

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## **AMENDMENTS**

---

Intended to be proposed by Mr. Morse to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JULY 1, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JULY 1, 1964

Ordered to lie on the table and to be printed

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## AMENDMENT

Intended to be proposed by Mr. LAUSCHIE to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: At the end of the bill add the following new section:

1        SEC. 502. Section 1 (e) of the Civil Service Retirement  
2 Act, as amended (5 U.S.C. 2251 (e) ) is amended to read  
3 as follows:

4        “(e) The term ‘average salary’ shall mean the annual  
5 rate resulting from averaging over all periods of civilian serv-  
6 ice used in the computation of an annuity under this Act a  
7 Member’s or an employee’s rates of basic salary in effect  
8 during such periods, with each rate weighted by the time  
9 it was in effect.”

Amdt. No. 1091



**Amdt. No. 1091**

**Calendar No. 1063**

**88<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION**

**H. R. 11049**

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## **AMENDMENT**

---

Intended to be proposed by Mr. LAUSCHE to  
H.R. 11049, an Act to adjust the rates of  
basic compensation of certain officers and  
employees in the Federal Government, and  
for other purposes.

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**JULY 1, 1964**

Ordered to lie on the table and to be printed

Calendar No. 1063

88TH CONGRESS  
2D SESSION

# H. R. 11049

---

IN THE SENATE OF THE UNITED STATES

JULY 1, 1964

Ordered to lie on the table and to be printed

---

## AMENDMENT

Intended to be proposed by Mr. KEATING (for himself and Mr. JAVITS) to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz: On page 167, line 2, insert the following:

1 TITLE VI—DISCLOSURE OF OUTSIDE ASSETS

2 AND EARNINGS

3 SEC. 601. On April 15, 1965, and annually thereafter,  
4 every Member, officer, and employee of Congress, whose  
5 gross congressional compensation is \$10,000 or more, shall  
6 file with the Comptroller General in accordance with such  
7 regulations as shall be prescribed by the Comptroller Gen-  
8 eral: (1) a statement of any financial interest having a  
9 value of \$5,000 or more in any activity subject to the  
10 jurisdiction of a regulatory agency; (2) a statement of the

Amdt. No. 1092



1 amount and source of all compensation and income which he  
2 has received from outside sources in excess of \$100. Such  
3 statements filed with the Comptroller General shall be held  
4 as public records and shall be available for public access  
5 thereto at any time during the regular business hours of the  
6 office of the Comptroller General.

7       SEC. 602. Notwithstanding any other provision of this  
8 Act, no increase in compensation for any Member, officer,  
9 or employee of Congress provided in this Act shall be paid  
10 after April 15 of each year until such Member, officer, or  
11 employee has filed the statements required by section 601  
12 of this Act.

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## **AMENDMENT**

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Intended to be proposed by Mr. KEATING (for himself and Mr. JAVITS) to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes.

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**JUNE 1, 1964**

**Ordered to lie on the table and to be printed**

# H. R. 11049

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## IN THE SENATE OF THE UNITED STATES

JULY 1, 1964

Ordered to lie on the table and to be printed

---

## AMENDMENTS

Intended to be proposed by Mr. ELLENDER to H.R. 11049, an Act to adjust the rates of basic compensation of certain officers and employees in the Federal Government, and for other purposes, viz:

1       On page 109, beginning with the word "in" in line 4,  
2       strike out through line 14 and insert in lieu thereof the fol-  
3       lowing: "at the rate of 6 per centum of his gross compensa-  
4       tion (basic compensation plus additional compensation au-  
5       thorized by law)."

6       On page 109, beginning with the word "an" in line  
7       20, strike out through line 23 and insert in lieu thereof the  
8       following: "6 per centum."

9       On page 112, beginning with the word "an" in line  
10      17, strike out through line 23 and insert in lieu thereof the  
11      following: "6 per centum."



1 On page 113, line 4, strike out "\$22,945" and insert  
2 in lieu thereof "\$20,000".

3 On page 114, line 3, strike out "\$26,000" and insert  
4 in lieu thereof "\$22,500".

5 On page 114, line 6, strike out "\$24,500" and insert  
6 in lieu thereof "\$20,500".

7 On page 114, line 8, strike out "\$22,500" and insert in  
8 lieu thereof "\$20,500".

9 On page 114, line 13, strike out "\$27,500" and insert  
10 in lieu thereof "\$22,500".





**Amdt. No. 1093**

**Calendar No. 1063**

**88TH CONGRESS  
2D SESSION**

**H. R. 11049**

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## **AMENDMENTS**

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Intended to be proposed by Mr. ELLENDER to  
H.R. 11049, an Act to adjust the rates of  
basic compensation of certain officers and  
employees in the Federal Government, and  
for other purposes.

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**JULY 1, 1964**

Ordered to lie on the table and to be printed